

# Annual Report for the year ended 30 September 2025

## Trustees' report and unaudited financial statements



**AOME**  
ACADEMY OF  
MEDICAL EDUCATORS



Contents

Trustees’ Report	2
Structure and Governance	3
The Academy’s Council	4
Professional Standards	6
Membership and Assessment	7
Strategy and Future	8
Activity and Engagement 2024-2025	10

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Financial Review	12
Statement of Trustees’ Responsibilities	13
Independent Examiner’s Report on the Accounts	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17

**aome.org**

Company Number 05965178  
Registered Charity Number 1128988

**Company Secretary:** J Browne

**Registered Office:**  
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**Independent Examiners:**  
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# Trustees' Report

The Trustees (who are also directors for the purposes of company law) present their report and the financial statements of the Academy of Medical Educators for the year ended 30 September 2025. The financial statements have been prepared in accordance with the accounting policies set out on pages 13 and 14, and comply with the applicable law, the Memorandum and Articles of Association, and the requirements of the Charities SORP (Financial Reporting Standard (FRS) 102).

## Objects and activities

Under its Articles of Association, the objects for which the Academy is established are the advancement of medical education for the public benefit in particular by:

- a) the development of a curriculum and qualification system;
- b) undertaking research for the continuing development of professional medical education; and
- c) the promotion and dissemination of best practice in medical education.

The Academy of Medical Educators is a professional organisation, working nationally and internationally, for all those involved in medical education – the education and training of students and practitioners in medicine including physician associates, dentistry, and veterinary surgery. It aims to provide leadership, promote standards and support all those involved in the academic discipline of medical education. Through its [Professional Standards](#), which serve as a guide to curriculum development, the Academy provides a recognised framework so that those in education can demonstrate expertise and achievements in medical education through accreditation as a medical teacher to an agreed national standard.

## Public benefit statement

The Council, comprising the Trustees of the Academy, has referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning the Academy's future activities. In particular, the Council considers how planned activities will contribute to the aims and objectives it has set.

The Trustees confirm that they have complied with the duty to have due regard to public benefit guidance published by the Commission, including the guidance *Public benefit: Running a charity (PB2)* in exercising their powers and duties.

The Academy is founded on the recognition that the development and improvement of the training of medical practitioners will be to the benefit of the health of the general public. The Academy's activities in furtherance of the objects defined above directly address the maintenance and improvement of standards of medical training and practice, to the direct benefit of patients.

The Academy's activities are open to all who are able to benefit from them. Special rates are offered to students. Council does not consider there to be detriment from its activities or work.

## Membership and Fellowship – HESA recognition guidance

For those who work in higher education the following statement on recognition against the *Professional Standards* by the Higher Education Statistics Agency (HESA), and equivalence with AdvanceHE, may be helpful:

“The Academy of Medical Educators (AoME) is the multiprofessional organisation for those involved in the education and training of students and practitioners in medicine, dentistry and veterinary surgery. The AoME has developed a set of *Professional Standards*<sup>[1]</sup> which are an explicit statement of the values, skills, knowledge and practical capabilities required of those engaged in medical education. Individuals can seek assessment and recognition of their teaching practice against the Standards at Membership and Fellowship level to gain the MAcadMED or FAcadMED postnominal. Assessment is a formal, peer reviewed process overseen by an embedded governance structure within the Academy.

HEIs are required by HESA to collect and submit data relating to the academic teaching qualifications of academic staff. To assist HEIs in submitting data relating to the AoME accreditation scheme, colleagues with confirmed MAcadMED or FAcadMED status should be submitted under the 08 code – “accredited as a teacher of their subject by a professional UK body”<sup>[2]</sup>. This entry is of equivalent status to holding a PGCHE or AdvanceHE recognition, negating the need for these qualifications in addition to AoME recognition for the purposes of HESA returns. “

[1] See <https://www.medicaleducators.org/Professional-Standards>; [2] See <https://www.hesa.ac.uk/collection/c19025/a/actchqual>

# Structure and Governance

## History of the Academy

January 2006 - The Academy of Medical Educators was instigated at an informal meeting of interested medical educators and leaders held at the Royal College of Physicians.

October 2006 - The Academy was founded as the professional standard setting body for medical educators in the United Kingdom, becoming incorporated as a company limited by guarantee under the Companies Act 1985 on 12 October 2006.

December 2007 - Professor John Bligh was elected the Academy's first president. Since then another four individuals have presided over the Academy:

2011 - 2014 Professor Sean Hilton

2014 - 2017 Professor Derek Gallen

2017 - 2023 - Professor Jacky Hayden

Professor Nick Cooper will begin his second term as President from April 2026.

In April 2009 the Academy was registered as a charity with the Charity Commission for England.

Also in 2009 the first edition of the *Professional Standards for Medical, Dental and Veterinary Educators* was published. September 2012 saw the first revision of the *Professional Standards*.

In 2014 the third edition of the *Standards* was published.

The current fourth edition was published in 2021.

In 2013 The Academy moved to its current address at Cardiff University, having previously been located in London, Edinburgh and Plymouth respectively. The Academy is thankful to the University and our colleagues within the Centre for Medical Education for their enduring and invaluable support.



## Leadership

The Academy is a registered charity in the UK and a company limited by guarantee. It is led by an elected Council of Trustees who are also the Directors of the Company.

**Council** discusses, advises on, and debates matters brought before it and decides the next steps. Council members propose changes, projects, initiatives etc. outlining the purpose, benefits, estimated cost and resource requirements. Council's role is to set the strategic direction of the Academy and in addition to four full Council meetings each year holds an annual strategy day.

**The Executive Committee** comprises the President, Treasurer, Registrar, chairs of standing committees, and the Executive Director. Executive Committee makes policy decisions; ensures the Academy is meeting its governance requirements; takes proposals from Council and evaluates financial and resource implications of work undertaken. The Executive Committee met four times during the period.

**Standing Committees** - Membership, Education and Professional Standards - operate according to their terms of reference. Committees are chaired by Council members, and their members are drawn from Council and the membership as a whole.

**Committees, Working Groups and Panels:** Developing Medical Educators Group; Prizes and Awards Committee; Assessment Panel; Course Accreditation Leads.

## Key leadership roles April 2025:

Nick Cooper, President; re-elected for second three-year term from April 2026

Julie Browne, Registrar until April 2026; Claire Stocker, Registrar from April 2026

Jamie Read, Honorary Treasurer until April 2026; Martin Hawes, Honorary Treasurer from April 2026

Claire Stocker, Education Committee Chair; Lisa-Jayne Edwards from April 2026

Philip Xiu, Membership Committee Chair; Enjy Abouzeid vice-chair from October 2025

Professional Standards Committee vacant; co-chairs, Russell Peek and John Sandars from October 2025

John Sandars, Lead Assessor

Aidan Byrne and Mohamed Elhassan Elsayed, Accredited Course Leads

Melanie Coulson, DMEG Lead.

# The Academy's Council 2024-2025



**Professor Nick Cooper**, President of the Academy, is Medical Director PA Studies at Peninsula Medical School and Academic Lead for Peninsula Foundation School. **Edu; EDI; M; PS; Att 8/8**



**Dr. Enjy Abouzeid** is a Lecturer in Medical Education, PBL Lead, and Active Learning Champion at the School of Medicine, Ulster University **Edu; Att 4/5**



**Professor Paul Baker** is Deputy Postgraduate Dean HEE NW and former chair of the Specialised FP sub-committee for UKFPO. **Att 1/5**



**Julie Browne** is the Academy's Registrar. She is an Emeritus Reader in Medical Education at Cardiff University, **Edu; ED; M; PS; Att 4/8**



**Professor Aidan Byrne** is a retired Consultant Anaesthetist, chair of the health and conduct committee, and professionalism lead at Swansea University Medical School. He leads on AoME course accreditation. **A; M; Po; Att 3/5**



**Dr Jennifer Conlan** is Assistant Professor in Clinical Medical Education in the School of Medicine, Trinity College Dublin. **Att 2/5**



**Dr Lisa-Jayne Edwards** is a GP based in Oxford and a Senior Clinical Teaching Fellow at Warwick Medical School, and is Vice-Chair of the Education Committee. **Edu; EDI; Att 4/5**



**Dr Mohamed Elhassan Abdalla Elsayed** is Associate Professor of Medical Education at the School of Medicine, University of Limerick. **Edu; Att 2/5**



**Dr James Fisher** is a Lecturer at the University of Surrey, and an Occupational Health Physician. He is co-chair of the Membership Committee. **M; Edu; Att 4/8**



**Dr Martin Hawes** spent 20 years in the pharmaceutical industry before becoming a veterinary surgeon. He is currently Section Head Small Animal Medicine at the School of Veterinary Medicine, University of Surrey. **M; Att 1/1**



**Professor Jacky Hayden CBE** holds several non-executive roles associated with the NHS and medical education. **Edu; EDI; M; PS; Att 8/8**



**Dr Navneet Singh Kandhari** is a Cardiology Registrar in NW London and the former DMEG lead. He is an active instructor for the PACES Ahead and Intelligent PACES teaching courses. **Att 1/1**



**Dr Hiro Khoshnaw** is a Consultant geriatrician and the Director of Medical Education at the Royal Surrey NHS Foundation Trust, She is an examiner for the clinical part of the MRCP examination **A; Edu; Att 1/1**



**Professor Colin Macdougall** is Associate Dean, Medical Education, at Warwick Medical School. He is an elected member of the BMA's MASC and executive. **Att 4/5**



**Dr Russell Peek** is a consultant paediatrician in Gloucestershire and Founding MBChB Phase 2 Lead at the University of Worcester. **A; PS; Att 4/6**



**Dr Linda Prescott-Clements** is Director Of Education at the Royal College of Veterinary Surgeons and has previously worked in both medical and dental education. **Edu; Att 4/5**



**Dr Dhivya Pownraj** is a Consultant geriatrician who undertakes various roles in education delivery, assessment, simulation and , ALS at KCL, London and KMMS. **A; Edu; Att 1/1**



**Professor Jamie Read** is the Academy's Honorary Treasurer. He is Inaugural Dean of the Lincoln Medical School at the University of Lincoln. **Edu; ED; PS; Att 7/8**



**Dr Thomas Rourke** is a Psychiatric NIHR ACF at Aston University. He was previously a CTF for three years at Keele, Birmingham and Aston University. **Edu; Att 2/2**



**Dr Jhiamluka Solano** is a Cardiology Trainee and BHF Clinical Research Training Fellow at the University of Oxford, and serves as the Yorkshire representative on the RCP Resident Doctors Committee. **Edu; Att 3/5**



**Dr Claire Stocker** is Phase 1 Lead and Senior Lecturer for Aston Medical School MBChB. Claire is Chair of the Education Committee. **Edu; EDI; PS; Att 4/8**



**Professor Harish Thampy** is a clinical academic working as a GP alongside his role as Professor of Medical Education at the University of Manchester. **Edu; Att 2/5**



**Dr. Philip Xiu** is a GP and the Global Medical Education Editor-in-Chief of Elsevier ClinicalKey Student, as well as a standing member of the NICE Indicator Advisory Committee. He is Co-chair of the Membership Committee. **A; EDI; M; Att 8/8**

Members of Council are elected by the members of the Academy. From April 2025 Council comprised 23 elected members, and one invited member.

**Council members usually serve a term of three years.** Council elections are always held in the autumn with those elected beginning their three year terms of office from the AGM the following spring. All full Members and Fellows in good standing, no matter their professional background or level of experience, are encouraged to stand for election. The Academy is better for having a leadership that represents the full diversity of its membership. New Council members elected in November 2024 were: Dr Martin Hawes; Dr Navneet Kandhari; Dr Hiro Khoshnaw; Dr Divya Pownraj; Dr Thomas Rourke. The attendance figures above reflect meetings attended after official terms began, but all new members begin their involvement before this and are invited to the last meeting of the 24/25 period as well as the strategy day. Re-elected Council members were: Professor Aidan Byrne; Dr Russell Peek; Professor Harish Thampy. Immense thanks for their respective contributions as members of Academy Council, go to **Lynn Allery, Professor Alan Denison, Professor Louise Dubras and Dr Anna Jones** who stood down in April 2025.

### Staff Team



**Tony Carlisle**, Executive Director leads the team and is responsible for strategy implementation, Council liaison, governance and development.



**Paul Yeboah-Afari**, Membership Officer manages the Membership and Fellowship application and assessment processes and is responsible for accredited course administration.



**Jodie Burnett-Wren**, Events and Finance Manager maintains financial records, oversees subscriptions and renewals, and leads on conferences and events.



**Amanda Paton** supports the whole team with a range of administrative tasks, including finance, events, membership, committee support and managing the central calendar.

Council members take roles on standing committees and working groups:  
**A = Assessor; D = Developing Medical Educators; Edu = Education; EDI = Equality, Diversity and Inclusion; M = Membership; PS = Professional Standards; Att = number of Council and Executive meetings attended, including strategy day.**



# Professional Standards

The Academy's [Professional Standards](#) Framework makes explicit the values, skills, knowledge, and practical capabilities required of those engaged in medical education. and has been developed in wide consultation with the international community of professional medical educators.

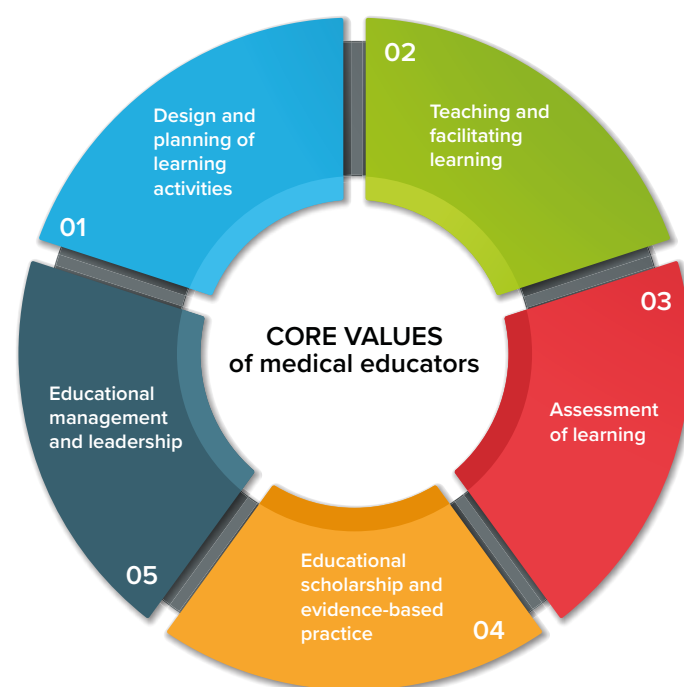
“The *Standards* framework is outcome-based and generic in nature. The *Standards* are designed to be inclusive, empowering, and relevant to all clinical and non-clinical medical, dental & veterinary educators, irrespective of role.”

The *Standards* have been adopted by the General Medical Council (GMC) to set expectations of all medical trainers holding recognised positions. The current edition has built on the first and second editions, using the strong evidence base of AoME's four core values and five domains; it includes an additional fourth level to reflect the growing number of senior educators who hold educational leadership positions, influencing the education of health and social care practitioners as well as veterinary surgeons. The *Standards* were developed after wide consultation across AoME's membership and with key strategic organisations and individuals responsible for the education of doctors, dentists, veterinary surgeons, and physician associates. The Academy is confident that these *Standards* represent an authoritative consensus statement on the values, knowledge and behaviours that can be expected of a medical educator.

The Academy uses the *Standards* to assess applications for Membership, Fellowship and Principal Fellowship. As detailed in the *Membership and Assessment* section of this report (page 7) currently 1800 educators can say that they have achieved recognition of their skills and experience in education by measuring themselves against our *Standards* and joining the Academy. The *Standards* can also be used in job planning, appraisal, and as a framework for professional development. The [Professional Standards for Medical Educators](#) is publicly available on our website. The Academy pursues an active strategy of promoting the *Standards* at conferences and events and through targeted communications with relevant bodies and individuals.

Progress towards the new Principal Fellowship level of recognition has been slow, but the Academy is committed to ensuring it accurately reflects achievements against level 4 of the Standards and that the assessment process is rigorous and meaningful. The pilot process is now underway and we will see our first group of Principal Fellows in 2026. We are grateful for the enthusiasm and patience of current Fellows of the Academy who are helping us with the pilot.

In late 2025 Council appointed Professor John Sandars and Dr Russell Peek as the new co-chairs of the Professional Standards committee. They have begun to recruit a team to ensure that the *Standards* remain fit for purpose and meet the needs of educators today across multiprofessional teams and in a global educational landscape.



# Membership and Assessment

During the period 2024 - 2025 the Academy's membership reached 1800 Members and Fellows in good standing.

The overall annual growth rate remains high at around 16%. Over 60% of members pay their subscription by standing order or direct debit. Overall Membership applications are exceeding Fellowship applications, and in addition to our support of those earlier in their careers, the Academy's Membership Committee is taking steps to encourage advancement to Fellowship by existing Members. We hold regular *How to become a Member/Fellow* webinars. Feedback from these events is positive and often results in follow up questions from potential Members and Fellows, as well as completed applications. An FAQ document and recordings of sessions are available online.

Table 1 below shows that there has been a slight reduction in the overall retention rate. Analysis shows that the group from which the fewest renew is Associate Membership. In 2025 Council agreed a scheme to allow participants of *AccreditationPlus* courses to access the benefits of Associate Membership free of charge as further incentive to take up a course. This has increased the numbers of Associates overall and we expect in the longer term that more course completers will go on to take up full Membership. However as not all of these "free Associates" go on to full Membership, or wait some time before doing so, retention figures have been affected. The Membership Committee has proposed to Council that it is made clear in future reporting that retention rates in the core Member and Fellow categories remain high.

Table one - comparison of annual renewal rates

	Renewal rate 2023- 2024	Renewal rate 2024-2025
Fellow	83% (229/276)	84% (215/255)
Member	80% (779/967)	78% (819/1045)
Associate	72% (44/61)	56% (48/86)
Student Member	83% (5/6)	75% (3/4)
Average retention rate	80%	78%

During the period regular meetings were held for those assessing Membership and Fellowship applications respectively. Meetings focus on ensuring a consistent approach to peer assessment, benchmarking, and providing constructive feedback to colleagues seeking recognition by the Academy.

All Members and Fellows can apply to become assessors. Full training is provided and new assessors shadow experienced colleagues. Members may only assess Membership applications. All decisions are ratified by the Lead Assessor who in turn reports to Council. Assessors are expected to provide evidence they have undertaken an appropriate EDI training course, usually through their employer. The Academy strives to support educators who can benefit from our recognition scheme. Outright rejections are extremely rare and where an application at any level, is not deemed of a high enough standard yet, advice and feedback are provided so that a revised application may be submitted.

There is no formal mentorship scheme, but potential members can look at the [Public Professional Register](#) to find colleagues to provide a reference, peer review or advice on the application form. Where a potential Member or Fellow is unable to find help, a number of senior Fellows are available through the Academy office.

The Academy is very grateful to the following who were active members of the Assessment Panel in January 2025:

Dr Mohamed Abdallah, Dr Javed Ahmed, Dr Marwa Ahmed, Prof Mohammed Al Zobaidy, Dr Muhammad Ali, Dr Natasha Archer, Dr Sateesh Babu Arja, Dr Gabriela Benderz, Dr Charles Alexis Bouvier, Dr Aaron Braddy-Green, Dr James Butler, Dr Brian Carlin, Dr Shalini Chopra, Mrs Claudia Cieslik-Straub, Prof Louise Dubras, Dr Tamer El Zalabany, Dr Amna Fadl Bashir Fadl, Prof Nahla Gomaa, Mr Franklin Gordon, Dr Dylan Gareth Harris, Prof Mary Higgins, Prof Andy Hsu, Dr Ayesha Jawwad, Dr Casper Jonker, Dr Mahzuz Karim, Dr Zahid Khan, Dr Mohammed Ismail Khan, Prof Rahat Khan, Dr Hiro Khoshnaw, Dr Anish Kotecha, Dr Rupak Kundu, Dr Shujing Jane Lim, Prof Pramod Luthra, Dr Sandeep Makan, Dr Assad Malik, Dr Hosam Eldeen Mohammed, Dr Mohamed Mortagy, Dr Robert Namushi, Dr Ehsan Nawaz, Dr Trisha Patel, Dr Rahul Pathak, Dr Russell Peek, Dr Dhivya Pownraj, Dr Shuaib Ahmed Quraishi, Dr Sujoy Ray, Dr Amtul Sami, Dr Pathiyil Ravi Shankar, Dr Heba Shawar, Dr Claire Stocker, Dr Samuel Stokes, Prof Michael Vassallo, Dr Ahmed Waheed, Dr Joshua Whitehurst, Mr Ki Sum Samson Wong, Dr Phillip Xiu.

## Accreditation and AccreditationPlus

In 2024/25 over 90% of new applications for Membership came via the [accredited course route](#). The Academy has accredited over 65 courses, two thirds now at *AccreditationPlus* level. Course completers can be assured they have developed both a high level of medical educational scholarship / practice and that they have committed to promoting the aims of the Academy. The Academy works with course leaders to promote the benefits of recognition and to encourage conversion to Academy Membership.

# Strategy and Future

## Introduction

The Academy enters the 2025/26 period in a position of confidence, built on stable finances, sustained membership growth, and an expanding national and international reputation. The 2025 Council Strategy Day focused on celebrating recent successes, reviewing progress against 2024 priorities, clarifying governance and operational effectiveness, and setting a coherent direction for the next phase of development. This report summarises progress during 2024/25 and outlines the strategic priorities for 2025/26 and beyond, including how they will be delivered.

## Progress Against 2024/2025 Priorities

### Membership

Strong progress has been made in engagement and recruitment. A rolling programme of *How to Become a Member* and *Member to Fellow* workshops has been established, corporate partnership benefits were agreed and promoted, and barriers to student membership were reduced through removal of the reflective statement requirement. Overall membership exceeded 1800, with growth supported by *AccreditationPlus* and strengthened institutional engagement.

### Professional Standards

The Academy strengthened its relationship with the General Medical Council, contributing to consultations and responding to *the State of Medical Education*. Working with our members we also sought to improve engagement with and support of other other healthcare regulators. Work commenced to improve accessibility of the *Professional Standards* through planned digital resources and website integration.

### Education

The *Insights* webinar programme became embedded, with increasing member participation and a forward programme aligned to emerging needs. Progress was made towards regional networking through existing groups, supported by Education Committee initiatives. Outputs from the needs analysis survey informed the development of practical “How to” resources, which will be published through the new Academy journal.

### Equity, Diversity and Inclusion (EDI)

All assessors completed EDI training within their host organisations, and representation across committees improved. EDI considerations were increasingly embedded into Academy processes, including assessments, elections and communications. We continue to strive to ensure consistency and equitable access.

Below are the available statistics around gender and ethnicity, as at September 2025. Members can edit their personal details, including their protected characteristics from the “My Details” tab in the [members’ area](#) of the website. The charts below show the information we hold on gender and ethnicity, with a comparison to the previous year. This information is only ever used in an aggregated form.

<i><b>Ethnicity</b></i>	<i><b>2025</b></i>	<i><b>2024</b></i>	<i><b>Ethnicity</b></i>	<i><b>2025</b></i>	<i><b>2024</b></i>	<i><b>Ethnicity</b></i>	<i><b>2025</b></i>	<i><b>2024</b></i>
Not stated	75%	69%	White and Asian/Asian British	1%	1.3%	African	<1%	<1%
White English/Welsh/Scottish/Nl/British	11%	14%	Other	<1%	1.2%	Chinese	<1%	<1%
Indian	4%	3%	Caribbean	1%	1.2%	White and Black African	<1%	<1%
Arab	3%	3%	Irish	<1%	<1%	Bangladeshi	<1%	<1%
Pakistani	1.5%	1.5%	Prefer not to say	<1%	<1%	White and Black caribbean	<1%	<1%
<i><b>Gender</b></i>	<i><b>2025</b></i>	<i><b>2024</b></i>	<i><b>Gender</b></i>	<i><b>2025</b></i>	<i><b>2024</b></i>			
Male	58%	57%	Prefer not to say	2%	2%			
Female	39%	38%	Other	2.7%	2.6%			

## Governance and Administration

Significant progress was made towards implementation of the new website and CRM, aimed at improving efficiency, communication and member experience. Legal and statutory obligations were met, IT reliability improved, and staffing capacity was enhanced through a fixed-term appointment. Financial reserves exceeded recommended levels, enabling strategic investment in future growth.

## Strategic Direction from the 2025 Strategy Day

### Operational Effectiveness and Governance

Clearer distinction between the roles of Council, Executive Committee and standing committees was agreed to improve decision-making, accountability and resource planning. The Executive Committee retains responsibility for financial and resource decisions, supported by business cases, while Council acts as a strategic advisory and enabling body. Key enablers include improved project management systems, realistic workload planning, and effective use of new digital infrastructure.

### Membership

The Membership Committee set a clear direction focused on growth, retention and progression:

- Targeted outreach to trusts, HEIs and international institutions.
- Improved data collection to understand churn, non-completion and barriers to advancement.
- Support for Members to progress to Fellowship, with demystification of the process and proactive follow-up.

International growth will focus on institutional partnerships, likely through courses mapped to the *Professional Standards*, with strong EDI and decolonisation principles underpinning this work.

### Education

The Education Committee positioned the Academy as the umbrella organisation for medical education, promoting professional standards, scholarship and community of practice nationally and internationally. Delivery will include:

- An annual, high-quality face-to-face conference and Calman Lecture.
- A financially sustainable programme of online events and Insights webinars.
- Development of communities of practice, mentorship and peer-assisted learning.
- Increased visibility and engagement through collaboration with key national and international organisations.

The new *Journal of the Academy of Medical Educators (JAoME)*, to be published as diamond open access, will provide a platform for practical scholarship, innovation and shared learning.

### Professional Standards

Future work will focus on embedding the *Professional Standards* more effectively across the sector, including interpretive support for international contexts (without altering the *Standards* themselves), development of case studies, and inclusion of sustainability and global perspectives in future reviews.

### Developing Medical Educators Group (DMEG)

DMEG continues to be a major driver of early-career engagement and innovation. Plans include expanded output streams (masterclasses, podcasts, toolkits), increased integration with Academy communications, and clearer pathways into Academy Membership and Fellowship. DMEG content will feature prominently on the new website and in the journal.

### Communications, Reputation and Reach

A more strategic, focused communications approach will continue, supported by the new website and CRM. Social media presence will diversify, with exploration of *Bluesky* alongside established platforms. The Academy will review partnerships to ensure alignment with charitable aims and maximise collective impact.

## Conclusion

The Academy delivered strongly against its 2024/25 priorities and is well placed to progress its ambitions for 2025/26 and beyond. Focused investment in people, infrastructure and partnerships, alongside clearer governance and a renewed emphasis on membership value, will enable sustainable growth, enhanced impact and continued leadership in medical education.



# Activity and Engagement 2024-2025

During the reporting period, the Academy of Medical Educators (AoME) delivered a wide-ranging programme of activity in support of its charitable objectives: advancing professional standards, supporting educators across career stages, and promoting excellence in medical, dental and veterinary education. Activity during the year centred on scholarly events, professional development, partnership working, and enhanced engagement with early-career educators.

## Annual Conference

The Academy's flagship Annual Academic Meeting in October 2025 - with the theme *Science and Technology in Healthcare Practice: Futures in Medical Education* - continued its established role as a national forum for scholarly exchange, professional networking and recognition of excellence in medical education. The conference brought together educators across medicine, dentistry, veterinary medicine and the wider health professions, offering keynote presentations, peer-reviewed oral and poster sessions, and interactive workshops aligned to current educational priorities.

The programme emphasised professional standards, innovation in education, and educator wellbeing, with strong engagement from members and partners. The Calman Lecture and Academy awards ceremony formed a core part of the meeting, recognising leadership and contribution to the field.



Keynotes were delivered by Professor Jan Illing and Professor Rachel Isba, and our annual Calman lecture by Professor Tim Dornan HonFACadMed. Tim dedicated his talk to our friend and colleague the late Dr Jim Price. Nick Cooper honoured Jim with the President's silver medal, collected on his behalf by his four children.

Professor Jan Illing received an Honorary Fellowship from the Academy in recognition of her outstanding contribution to medical education, and the President's Gold Medal was presented to Professor Jacky Hayden CBE, former President. A number of new Fellows, Members, Associate and Student Members attended to receive their certificates from the President.

## Developing Medical Educators Group (DMEG) Online Conference

DMEG delivered its annual online conference in October 2025, *Clinical Education Without Borders: EDI and Globalisation*. DMEG is the part of the Academy for anyone in the early and formative stages of their journey as a healthcare educator. The conference featured keynote speakers, parallel workshops, and short oral presentations, with a strong focus on equality, diversity and inclusion, decolonisation of medical education, and global perspectives on educator development. The meeting provided opportunities for showcasing innovation, peer networking, and progression towards Academy Membership and Fellowship.



## AoME Insights Programme

The AoME *Insights* programme was a central strand of member engagement throughout the 2024/25 period, offering a series of webinars and online discussions aligned to the Academy's *Professional Standards* and strategic priorities. Topics during the period included:

- Teaching clinical reasoning in clinical contexts
- Addressing health inequalities in education
- Managing "stuckness" in teaching
- Complex interventions and evaluation
- Scholarship in medical education
- Neurodiversity and inclusive practice
- Technology-enhanced learning and AI in education

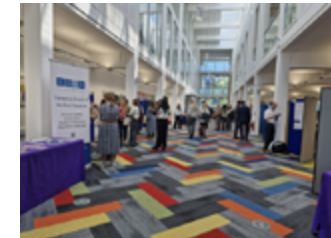


*Insights* events combine expert presentations with reflective and interactive elements, supporting members' continuing professional development and fostering a community of practice. Attendance is open to members and non-members, reinforcing the Academy's commitment to sector-wide engagement. Full details of past and future events can be found [here](#).

## Joint AoME-INHWE Conference

In May 2025, AoME partnered with the International Network for Health Workforce Education (INHWE) to deliver a joint annual conference, *Learning Together for Clinical Excellence*, hosted at The Open University, Milton Keynes. This collaboration strengthened the Academy's international profile and supported interdisciplinary dialogue across healthcare education.

Keynote talks were delivered by Professor Andrew Dickenson, Chief dental Officer, Wales, Professor Elizabeth Johnson, Dean at the School of Medicine, European University of Cyprus and Dr Jenny Douglas, Senior Lecturer in Health Promotion at the Open University. The President awarded Honorary Fellowships to prof Andrew Dickenson and Dr Swe Yin Khin-Htun.



## Engagement with External Events and Organisations

Throughout the year, AoME contributed to and supported a range of external events and activities, including:

The Academy began working with UK partner organisations as part of the organising committee for the *Developing Excellence in Medical Education Conference (DEMEC)* scheduled for December 2025. The Academy was delighted that Professor Sir Chris Whitty accepted our invitation to deliver the Calman Lecture at DEMEC.



Exhibiting at the *European Board of Medical Assessors (EBMA) conference* in Faro, Portugal, 2-5 April.



Attending the *The International Congress on Academic Medicine (ICAM)*, in Halifax Canada, 2-6 April.

Taking part in the *Physician Associates Schools Council education conference* in Derry/Londonderry, Northern Ireland 22-23 May.

The Academy exhibited ASME's *ASM AI Assessment and Agency* in Edinburgh in July. The AoME @ ASME workshop was delivered by Prof. John Sandars and Dr Lisa-Jayne-Edwards.

We supported the *National Medical Schools Widening Participation Forum (NMSWP)* 8th annual national conference in Glasgow, *Breaking Barriers and Building Bridges*

Prof. Nick Cooper participated in the *Global Network for Medical, Health Professions and Bioethics Education Australia 2nd International Conference*, at the University of Dundee and online.

We exhibited at *VetED2025* at Bristol University in July.

The Academy engaged with an international audience at AMEE, in Barcelona in August, as well as the *5th International Scientific and Delegates Conference of GACOPA* (Global Association of Clinical Officers & Physician Associates).

AoME met educators at the *NIMDTA Education Day* in Belfast, and at the *STEME and HEIW trainer day* in Swansea, both in September

The Academy continued its close association with the [British Student Doctor Journal \(BSDJ\)](#). The BSDJ is the only peer-reviewed and open-access international journal uniquely managed by medical students and resident doctors. As a journal of the Academy of Medical Educators, it is primarily aimed at a readership of medical students and resident doctors in the UK.



These activities aligned with the Academy's strategic aim of enhancing reach, reputation and influence across the medical education community.

# Financial Review

The 2024/2025 period saw membership continue to grow, alongside an increase in activities and resources. As a result of the additional pressure on our staff team, and the obligation to ensure that any financial surplus goes towards meeting our charitable aims, a commitment was made in the previous period to invest in a finance administrator. Recruitment has been delayed due to a restriction at our host organisation Cardiff University, but we hope that the post will be filled in the first half of 2026.

We also agreed to invest in our IT infrastructure. Development of the commissioned new website and customer relationship management database (CRM) has also been slower than anticipated, although is now in the final phase - the crucial application and assessment portals. Even with the bulk of the cost involved already committed to the project the 2024/25 accounts show a surplus of £2,045 (2024: surplus of £48,319). Anticipated savings over five years, once the new system has been implemented, are around £60,000.

At the end of the 2024/5 period the Academy's overall fund balances carried forward stand at £244,126 (2024 £242,081). Our policy is to maintain free reserves, (unrestricted funds not including fixed assets,) amounting to at least six months expenditure, approximately £90,000.

We continue to review the areas in which we invest, ensuring they are aligned with our charitable objectives. A review of our engagement activities for 2025/26 is taking place to ensure funds are used equitably, for the benefit of our members across all sectors, and to promote the improvement of patient care through educational excellence.

Finally, we are delighted to announce that Dr Martin Hawes will take over as Honorary Treasurer from Prof. Jamie Read at our 2026 Annual General Meeting. Dr Claire Stocker will become the new Registrar taking over from Julie Browne in April 2026.

Julie and Jamie have both served three years respectively in their current roles, although they have been significantly involved, and held other senior leadership roles, for much longer than that. The Academy offers its heartfelt gratitude to them both for their dedication and wisdom.

Professor Nick Cooper, President, and Professor Jamie Read, Honorary Treasurer.



# Statement of Trustees' Responsibilities

The trustees (who are also the directors of Academy of Medical Educators for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) make judgements and estimates that are reasonable and prudent;
- c) observe the methods and principles in the Charities SORP;
- d) state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity and signed on its behalf:

Approved by the Directors on 30 April 2026

Signed on their behalf by Director

Print Name: Julie Browne





# Independent Examiner’s Report

Report to the Trustees of Academy of Medical Educators on the accounts for the year ended 30 September 2025.

### RESPONSIBILITIES AND BASIS OF REPORT

As the charity’s trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (“the 2006 Act”).

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity’s accounts as carried out under section 145 of the Charities Act 2011 (“the 2011 Act”). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Since the Academy of Medical Educators gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a fellow member of the Association of Charity Independent Examiners, which is one of the listed bodies.


### INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a ‘true and fair’ view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

K Gomes FCIE MAAT  
Independent Examiners Ltd  
The Grain Store  
Hills Barns  
Appledram Lane South  
Chichester  
PO20 7EG

Signed : 

Date : 1.5.26

# Statement of Financial Activities

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2025 £	TOTAL 2024 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Voluntary Income	3a	30,000	-	30,000	-
Charitable Activities	3b	307,196	-	307,196	225,403
Other Incoming Resources	3c, 10	6	-	6	20,230
TOTAL INCOMING RESOURCES		337,202	-	337,202	245,633
RESOURCES EXPENDED					
Costs of Generating Funds					
Raising Funds	4a	73,110	-	73,110	40,678
Charitable Activities	4b, 10	262,047	-	262,047	156,636
TOTAL RESOURCES EXPENDED		335,157	-	335,157	197,314
NET INCOMING/(OUTGOING) RESOURCES		2,045	-	2,045	48,319
Total Funds Brought Forward		242,081	-	242,081	193,762
Transfer between funds	10			-	-
TOTAL FUNDS CARRIED FORWARD		244,126	-	244,126	242,081

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 6 to 10 form part of these financial statements.

# Balance Sheet

	Note	Unrestricted Funds £	Restricted Funds £	30-Sep-25 Total £	30-Sep-24 Total £
<b>Fixed Assets</b>					
Intangible Assets	2(a)	12,250	-	12,250	12,250
Tangible Assets	2(b)	34,575	-	34,575	344
<b>Current Assets</b>					
Debtors & Prepayments	6	-	-	-	182
Cash at Bank and in Hand	5	268,624	-	268,624	238,083
<b>Total Current Assets</b>		<b>268,624</b>	<b>-</b>	<b>268,624</b>	<b>238,265</b>
<b>Creditors:</b> amounts falling due within one year	7	71,323	-	71,323	8,778
<b>NET CURRENT ASSETS</b>		197,301	-	197,301	229,487
<b>TOTAL ASSETS</b> less current liabilities		<b>244,126</b>	<b>-</b>	<b>244,126</b>	<b>242,081</b>
<b>NET ASSETS</b>		<b>244,126</b>	<b>-</b>	<b>244,126</b>	<b>242,081</b>
<b>Funds of the Charity</b>					
General Funds		244,126	-	244,126	242,081
Restricted Funds	10	-	-	-	-
<b>Total Funds</b>		<b>244,126</b>	<b>-</b>	<b>244,126</b>	<b>242,081</b>

## Directors' Responsibilities:

For the financial year ended 30 September 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

### Director's responsibility:

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved and authorised for issue by the Board on: 30 April 2026

Signed on their behalf by : Nick Cooper, President

Trustee

Company number: 5965178



# Notes to the Financial Statements

## 1. ACCOUNTING POLICIES

### Company information

The Academy of Medical Educators is a charity limited by guarantee and incorporated in England and Wales. The registered office is Neuadd Meirionnydd, Heath Park, Cardiff, CF14 4YS.

### Charity Status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

### Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and Charities Act 2011.

### Basis of Preparation

Academy of Medical Educators meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy

### Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

### Critical Accounting Estimates and Judgements

In the application of the Charity's accounting policies, the board is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant and are reviewed on an ongoing basis. Actual results may differ from these estimates. There are two critical estimates included within the accounts. The first is depreciation and amortisation; the rate of depreciation charged on tangible fixed assets (and amortisation on intangible fixed assets) is based on the estimated useful life of the asset and this is reviewed annually. The other critical estimate is the value of gifts in kind which are estimated based on the cost of acquiring the gift on the open market.

### Incoming Resources

#### Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

#### Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

#### Membership fees

Membership fees are renewable annually and are recognised on a receipts basis.

#### Grants and Donations

Grant are recognised when receivable, income is carried forward at the year end, as restricted fund, where amounts have not been fully spent in the year.



# Notes to the Financial Statements (cont.)

### 1. ACCOUNTING POLICIES (Continued)

#### Incoming Resources (continued)

##### Sponsorship and Other income

Sponsorship and Other income is recognised when it is received.

##### Gifts in Kind

Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements as an estimate based on the value of the contribution to the charity.

##### Investment Income

This is included in the accounts when receivable.

##### Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

#### Expenditure and Liabilities

##### Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out

#### Assets

##### Intangible assets

The coat of arms costs are not amortised as these are expected to be of continued long term benefit to the organisation.

The website and software costs are stated at cost less amortisation and impairment. Amortisation is provided at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following basis:

Website	33.33% Straight line
Software	33.33% Straight line

##### Tangible Fixed Assets

Fixed assets are capitalised where the item costs exceed £500. Depreciation is provided to write off the cost of the Fixed Assets over their estimated useful lives at the following annual rates:

Fixtures, fittings and equipment	15% Straight line
Computer equipment & website	33.33% Straight line

##### Fund accounting

Unrestricted funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor.

##### Cash and Cash Equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

##### Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

# Notes to the Financial Statements (cont.)

### 2(a). INTANGIBLE FIXED ASSETS

		Website & Software £	Coat of Arms £	Total 2025 £
Cost	30-Sep-24	121,324	12,250	133,574
Additions		-	-	-
Cost at	30-Sep-25	121,324	12,250	133,574
Amortisation	30-Sep-24	121,324	-	121,324
Charge		-	-	-
Depreciation at	30-Sep-25	121,324	-	121,324
Net Book Value	30-Sep-25	-	12,250	12,250
Net Book Value	30-Sep-24	-	12,250	12,250

### 2(b). TANGIBLE FIXED ASSETS

		Fixtures, Fittings & Equipment £	Computer Equipment £	Total 2025 £
Cost	30-Sep-24	2,086	9,624	11,710
Additions		-	43,218	43,218
Cost at	30-Sep-25	2,086	52,842	54,928
Depreciation	30-Sep-24	2,086	9,280	11,366
Charge		-	8,987	8,987
Depreciation at	30-Sep-25	2,086	18,267	20,353
Net Book Value	30-Sep-25	-	34,575	34,575
Net Book Value	30-Sep-24	-	344	344

### 3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2025 £	TOTAL 2024 £
a) Voluntary Income				
Rent and Utilities (Cardiff University)	30,000	-	30,000	-
	30,000	-	30,000	-
b) Charitable Activities				
Membership Subscriptions	206,625	-	206,625	185,122
Annual conference and Educational Activities	100,571	-	100,571	27,067
InterPass	-	-	-	13,214
	307,196	-	307,196	225,403
c) Other Incoming Resources				
EBMA	-	-	-	20,164
Other Income	6	-	6	66
	6	-	6	20,230

# Notes to the Financial Statements (cont.)

4. RESOURCES EXPENDED		Unrestricted Funds £	Restricted Funds £	TOTAL 2025 £	TOTAL 2024 £
a) Raising Funds					
Advertising & PR		73,110	-	73,110	40,678
		<u>73,110</u>	<u>-</u>	<u>73,110</u>	<u>40,678</u>
b) Charitable Activities					
Staff Costs	8	164,164	-	164,164	94,535
Office running costs		18,019	-	18,019	5,891
Other events		486	-	486	3,855
Rent	11	30,000	-	30,000	-
Depreciation & amortisation		8,987	-	8,987	344
Database		9,215	-	9,215	12,690
Grant		2,000	-	2,000	-
Sundry expenses		708	-	708	1,514
Bank charges		870	-	870	2,157
Marketing and publicity		22,284	-	22,284	9858.08
Meeting costs		1,176	-	1,176	2842.34
Accountancy Fees		1,200	-	1,200	1164
EBMA expenses		52	-	52	21,489
DMEG costs		158	-	158	249
Prizes & Awards		945	-	945	-
Legal and professional fees		1,782	-	1,782	48
		<u>262,047</u>	<u>-</u>	<u>262,047</u>	<u>156,636</u>
5. CASH AT BANK AND IN HAND		Unrestricted Fund £	Restricted Fund £	Total 30-Sep-25 £	Total 30-Sep-24 £
Cash at Bank		268,624	-	268,624	238,083
		<u>268,624</u>	<u>-</u>	<u>268,624</u>	<u>238,083</u>
6. DEBTORS AND PREPAYMENTS		Unrestricted Fund £	Restricted Fund £	Total 30-Sep-25 £	Total 30-Sep-24 £
Debtors		-	-	-	182
		<u>-</u>	<u>-</u>	<u>-</u>	<u>182</u>
7. CREDITORS AND ACCRUALS: AMOUNTS FALLING DUE WITHIN ONE YEAR		Unrestricted Fund £	Restricted Fund £	Total 30-Sep-25 £	Total 30-Sep-24 £
Trade Creditors		70,123	-	70,123	7,614
Independent Examination		1,200	-	1,200	1,164
		<u>71,323</u>	<u>-</u>	<u>71,323</u>	<u>8,778</u>

# Notes to the Financial Statements (cont.)

8. STAFF COSTS AND NUMBERS	2025 TOTAL £	2024 TOTAL £
Gross Wages and Salaries	164,164	94,535
	<u>164,164</u>	<u>94,535</u>

The average number of staff employed by the organisation for the period was nil (2024: nil). Staff are employed by the University of Cardiff and costs are re-charged to the charity. One staff member carries out activities in furtherance of the charity's object (2024: 1). No employee received remuneration in excess of £60,000 (2024: None).

## 9. DIRECTORS AND OTHER RELATED PARTIES

Seven trustees were reimbursed for their out-of-pocket travel cost in the year in the value of £2,331. Key management personnel are deemed to be the Trustees as they oversee the management of the charity. No key management personnel were remunerated in the year to September 2025 (2024: None).

## 10. RESTRICTED FUND

Current Year - There were no restricted funds for this financial year.

Prior Year	Balance at 01.10.23 £	Income £	Expenditure £	Transfer £	Balance at 30.09.24 £
EBMA	-	20,164	(21,489)	1,325	-
	<u>-</u>	<u>20,164</u>	<u>(21,489)</u>	<u>1,325</u>	<u>-</u>

## 11. GIFTS IN KIND

An estimate of the support in kind, based on the value of the contribution to the charity, has been included as a donation and a cost, at amounts summarised below:

	2025 £	2024 £
Rent and utilities (Cardiff University)	30,000	30,000
	<u>30,000</u>	<u>30,000</u>

## 12. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Directors have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

## 13. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and the level of financial commitments held. The Trustees aim to ensure the charity will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The directors will endeavour not to set aside funds unnecessarily.

## 14. PUBLIC BENEFIT

The Charity acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the charity has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the charity should undertake.





**Academy of Medical Educators**  
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[aome.org](http://aome.org)