ASSOCIATION FOR NUTRITION

England & Wales · Charity number 1136624

Details

Status	Registered
Legal form	Charitable company
Company number	06488331
Registered	2010-06-28
Register	View on the Charity Commission register

Contact

Address	C/O MJB Avanti Office 12 Epsilon House West Road Ipswich
Phone	02081497780
Email	enquiries@associationfornutrition.org
Website	www.associationfornutrition.org

Activities

Objects: (A) TO PROMOTE THE HEALTH OF THE PUBLIC BY THE PROMOTION AND MAINTENANCE OF HIGHSTANDARDS OF PRACTICE AMONG AND THE REGULATION OF NUTRITIONISTS;(B) TO ADVANCE THE STUDY AND PRACTICE OF NUTRITIONAL SCIENCE AND MEDICINE;(C) TO ADVANCE THE EDUCATION OF THE PUBLIC AND TO PROMOTE RESEARCH FOR THE PUBLICBENEFIT IN THE FIELD OF NUTRITION, HEALTH AND ALLIED SUBJECTS (THE FIELD').

Activities: We protect and benefit the public by promoting nutrition and public health. We champion high standards of practice in the nutrition profession, by:Maintaining a register of individuals who demonstrate extensive understanding of, and competence in nutritional science and practice.Undertaking projects to advance public understanding, to promote study & practice nutritional science and medicine.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Amateur Sport, Animals, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL AND OVERSEAS.
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£653,072	£479,059	£840,895	11
2024-03-31	£606,742	£491,719	£666,882	9
2023-03-31	£562,565	£397,234	£551,859	9
2022-03-31	£502,358	£352,818	£386,528	9
2021-03-31	£484,261	£367,464	-	-

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Trustees

Name	Role	Appointed
Claire Glazzard		2025-01-01
Dr Adam Lewis Collins		2024-01-01
Dr Bartosz Buczkowski		2023-01-01
Dr Draupadi Bhakta		2024-01-01
Dr Foteini Tsofliou		2024-01-01
Dr Miriam Clegg		2025-01-01
Dr Rhidian Hughes		2024-03-01
Dr. Alison Tedstone		2022-01-14
Julia Margaret Frew		2020-10-05
Katherine Sophie Bailey		2024-09-01
Laura Street		2020-02-01
Lucy Jane Horder		2022-11-01
Maria Papagiannaki		2024-01-01
Marnie Grace George		2026-01-01
Matthew Webster		2022-11-01
Professor Jane Louise Murphy		2022-01-07
Simon Ogden		2022-11-01
Stephanie Claude Geraldine Canet		2024-09-01

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ASSOCIATION FOR NUTRITION

England & Wales - Charity number 1136624

Accounts

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health



Amended ANNUAL REPORT

& Financial Statements

2024 - 2025

Approved by the AfN Trustees
13th November 2025





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The Trustees of the Association, who are the company directors for the purposes of company law, present to you their report and financial statements for the year ended 31st March 2025.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the SORP charity reporting requirements (2015).

The Trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

The 2024-2025 Trustees' Annual Report was approved by the Council of the Trustees on the 13th November 2025.

Administrative Details

Registered Address

c/o MJB Avanti
Office 12 Epsilon House
West Road, Ipswich
Suffolk, IP3 9FJ

Registered Charity

1136624

Company Number

6488331



A not-for-profit organisation, registered as a charity and a company limited by guarantee

Dr Alison Tedstone MBE RNutr FFAfN,
AfN President & Chair of Council

It is a privilege to present the Annual Report on behalf of the Council of the Association for Nutrition (AfN).

As a dedicated organisation focused on delivering public benefit, I extend my heartfelt appreciation to our trustees, volunteers, staff, and registrants whose efforts have been essential to our achievements this year.

With the conclusion of our 2020-25 strategic plan, we are excited to shape our future direction as we set our sights on the period leading up to 2030.

We look forward to continuing our work, providing public benefit through ensuring and supporting the safe, effective and ethical practice of our registrants.

Helen Clark,
AfN Chief Executive

It remains a privilege and pleasure to work with AfN and the wonderful profession of registered nutritionists.

2025 marks the end of one strategic plan period and the start of the next. Reflecting on our progress over the last five years, I am so grateful to the team of staff and volunteers who have delivered new services and resources to support our registrants to maintain and develop their expertise, and to ensure public protection through promoting the safe, effective and ethical practice of our registrants.

This work has laid strong foundations to underpin our future as we pursue our aspirations for the coming years.

I am grateful for your continued support as we embark on the next exciting period of our organisation's journey.



Our work for public benefit



The Association for Nutrition (AfN) is a charitable company limited by guarantee, having no share capital. Members of Council are the members, trustees and directors of the Association and have a liability not exceeding £1 each.

The charitable company is governed by its Articles of Association and subsidiary Rules.

The Association holds an Annual General Meeting (AGM), with annual Council elections for terms of office of three years.

The Council met three times in the year to 31st March 2025.

Council is advised by standing committees and ad hoc working groups and task and finish groups.

All trustees give their time freely and no trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and, in accordance with AfN policy, withdraw from decisions when a conflict of interest arises.





Our Charitable Objects

As a registered charity we have three charitable objects which have public benefit at their heart, and form the foundation of all our activities.

- To promote the health of the public by the promotion and maintenance of high standards of practice among, and the regulation of, nutritionists.
- To advance the study and practice of nutritional science and medicine.
- To advance the education of the public and to promote research for the public interest in the field of nutrition, health and allied subjects.



Our Vision

- Everyone is empowered to improve health and wellbeing through nutrition grounded in science.



Our Values

- We are a transparent, approachable and fair regulator, acting with integrity to protect the public.



Our Strategy

Our Strategic Plan 2020-2025 focuses on four strategic outcomes that we believe are core to the achievement of our vision.

Strategic Outcome One

Everyone recognises the value of the nutrition profession and the essential role of AfN and its register (The UKVRN - UK Voluntary Register of Nutritionists).

Strategic Outcome Two

We have high standards for education, training and practice, developed through stakeholder engagement.

Strategic Outcome Three

AfN competencies are recognised as the standard for the regulation of nutritionists in the UK and beyond.

Strategic Outcome Four

Our registrants are supported to be effective through clear guidance, a CPD framework and robust regulation.



Recognising Our Volunteers

The contribution our volunteers make to the achievement of our charitable objectives is enormously valued and is central to both our work and achievements.

Our volunteers are made up of both non-registrants and Registrants, all of whom freely give their time, support and expertise to help us achieve our vision and deliver our ambitious programme of work.

We are delighted to have had over 150 dedicated volunteers supporting the organisation. These include:

Trustees and Council Officers

- Ms S Bailey
- Dr D Bhakta RNutr
- Dr B Buczkowski RNutr FAfN
- Ms S Canet
- Dr M Clegg RNutr
- Dr A Collins RNutr
- Ms J Frew
- Ms Z Griffiths RNutr FAfN
- Ms C Hislop RNutr
- Ms L Horder
- Dr R Hughes
- Prof J Murphy RNutr
- Mr S Ogden
- Ms M Papagiannaki RNutr
- Ms L Street RNutr
- Dr A Tedstone MBE RNutr FFAfN
- Dr F Tsofliou RNutr
- Mr M Webster

Office held during 2024-2025 FY or on 13th November 2025



103 Committee, Working Group and Task & Finish Group Members

- Accreditation (degrees)
- Business Planning and Governance
- Non-Degree Quality Assurance
- Fellows' Nomination
- Finance
- Medical (Nutrition) Education
- Registration
- ANutr Development Framework

26 Regional and National Representatives

- London & South East
- South West
- Wales
- Ireland
- Scotland
- North West
- East Midlands
- West Midlands
- Yorkshire & The Humber
- East of England

79 Assessors

- Degree Accreditation
- Course Certification
- CPD Endorsement
- Education & Nutrition Resource Hub
- Fellows' Nominations
- UKVRN Registration
- CPD Reviews





Governance and Responsibilities

The Association for Nutrition (AfN) has a well-structured governance system that ensures effective leadership and management of the organisation.

The Articles of Association and subsidiary rules detail the appointment procedures for Trustees, Officers and Committee Chairs. Trustees are provided with induction packs and access to charity trustee training.

Our Trustees are collectively responsible for setting the AfN's vision and strategic objectives, ensuring these are in line with our charitable objects. The Executive (staff) are subsequently charged by the Trustees to manage and deliver the agreed activities. This division of duties allows for efficient execution of the AfN's mission, pursuit of the organisation's charitable goals and the maintenance of proper oversight.

Trustee Responsibilities

- *To put public benefit at the forefront of any decisions and activities undertaken.*
- *To set the strategic goals and direction of the charity in order to further or support its charitable objectives.*
- *To comply with statutory accounting and reporting requirements*
- *To declare any potential Conflicts of Interest.*
- *To abide by a Code of Conduct; giving enough time, thought and energy to the role and related training activities.*
- *To make decisions and act in the best interest of the charity and public, ensuring assets and resources are used responsibly to support and perform the charity's purposes.*
- *To ensure compliance with governance and legal requirements*
- *To act with reasonable care and skill.*



Our Strategic Activities

To support the achievement of our four strategic outcomes and our charitable objects we undertake a variety of activities each year.

Over the next few pages, we provide details of some of the main activities we have undertaken during the period of 1st April 2024 to 31st March 2025.







Registration of professionals who are qualified and competent in nutrition

Our Register continues to benefit the public, employers, and colleagues by providing an easily accessible and searchable online database of nutrition professionals who have demonstrated their adherence to the high standards of UKVRN registration required for registration as a Registered Associate Nutritionist (ANutr) Registered Nutritionist (RNutr).

During this reporting period:

- Revised RNutr Registration Competencies came into effect on 1st April 2024, with updated guidance published for those applying for RNutr registration via the Portfolio, Experience of Evidence-Based Nutrition (EEBN) and Transfer pathways.

- Ahead of the revised ANutr Registration Competencies coming into effect in April 2025, activities were undertaken to support applicants and assessors. These included providing additional zoom clinics for applicants, updating and simplifying applicant guidance resources.

- To support the efficiency of our portfolio assessment operations, we increased the number of assessor resources and delivered a training day for registration assessors that focused on the key changes to the competencies and assessment forms.

- We delivered ANutr portfolio application clinics and ethical practice sessions to university students studying nutrition science, and to nutrition teams with UK organisations across a variety of different employment sectors, as well as continuing to provide monthly Zoom clinics for those applying for registration and for current registrants with continuing professional development (CPD) queries.



- Three new Registration Assessors successfully completed their training and joined the assessor pool.

- To ensure our registrants are fully supported to practice professionally and safely, updates were made to registrants' Standards of Ethics, Conduct and Performance, communicated to registrants in January.

- To provide the public with confidence that registrants maintain and enhance their knowledge, understanding and skills, we updated our registrants' CPD requirements and audit guidance document. We also provided registrants with additional resources to support them with their CPD planning, recording and reflection.

- To support the administration and communication of the annual audit of registrants' CPD records, we moved the audit selection points from the end of the April and October renewal periods to one single-audit selection point in January.

5157
Registrants
(on 31 Mar 2025)

277
Voluntarily Suspended
(e.g. on parental leave, ill health, return to study)

1156
Applications Received





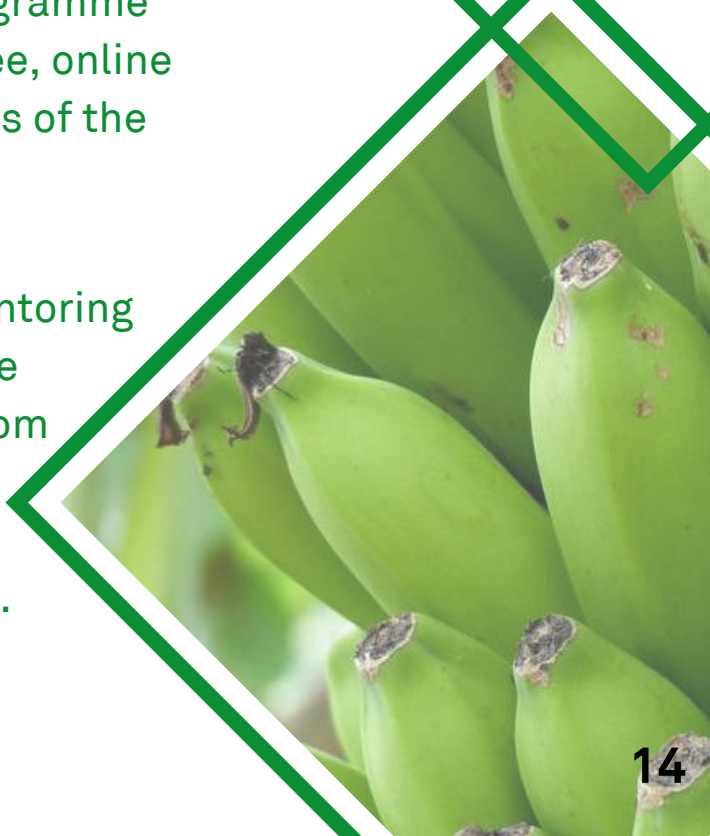
Supporting the development of professional practice skills and confidence in early career professionals

- Self-directed mentoring training, guidance and resources were made available to RNutr registrants, with 45 individuals completing the training component during the reporting period.

- Registrant profiles were updated to enable RNutr registrants to specify if they are willing to provide mentoring to ANutrs in respect to Professional Practice, Careers or Transfer.

- To facilitate access to mentoring support for ANutrs as they are at the early stages of their careers and developing their professional practice skills, a group mentoring programme was established. This provides two free, online group sessions a month, with the focus of the discussion changing each month.

- 20 RNutrs who had completed the mentoring training kindly volunteered to facilitate sessions, with topics so far ranging from independent practice challenges to social media usage, and finding CPD to navigating issues within healthcare.





Quality Assurance of Learning

Degree Programme Accreditation

- A pilot of the revised application and reaccreditation process, incorporating the 2025 Accreditation Standards and ANutr Registration Core Competencies, was completed and the updated processes implemented.

- Realignment of degree programmes to the revised 2025 Accreditation Standards and ANutr Registration Core Competencies has been progressed, with 10 programmes approved through via annual review, 16 through the early adopters' scheme and a further 18 early adopter reviews in progress.

- This reporting period saw two committee members and two assessors conclude their appointments. This coincided with the recruitment of three new committee members and the assessor pool increase by six.

- There were 107 accredited degree programmes during the financial year that have trained or are training students to meet all of the competency requirements for registration as an ANutr and eligibility criteria to apply via the direct entry pathway.



Split of accredited degree programmes by level

CPD Endorsement

- Continuing Professional Development (CPD) is vital for UKVRN registrants to maintain their professional competence, representing an ongoing commitment that ensures Registered Nutritionists and Registered Associate Nutritionists remain abreast of developments in their field and refine their skills.

- To support registrants in choosing high-quality CPD, we continue to operate a CPD Endorsement Scheme, whereby training providers submit their activities for independent quality assurance to determine their quality and suitability for registrants.

- This reporting period oversight of the CPD Endorsement Scheme moved to the newly formed Quality Assurance (Non-Degree) Committee. Three new assessors have been recruited and undertaking training.

Areas Addressed By Endorsed CPD Activities



Course Certification for Below-Degree Level Training in Nutrition Essentials for the Non-Nutritionist Workforce

- Many professionals within the broader workforce do not need the extensive expertise of a registered nutritionist (ANutr or RNutr); however, having a basic understanding of nutrition science can help them guide the public toward trustworthy and accurate nutrition information.

- To assist learners in identifying training that is evidence-based and suitable for both their sector and level of activity, we continue to run a Course Certification quality assurance scheme. The training is assessed against frameworks for fitness & leisure, catering, and the health & social care sectors.

- Whilst completing a certified course does not provide the learner with a professional title, AfN Certified Courses and Curricula provide evidence-based foundational knowledge and can enhance learners CVs. The scheme also provides learners and employers with reassurance that the training has been independently assessed by those with expertise within the field of study.

Certified Courses by Assessment Framework



50%
Fitness & Leisure
Sector Framework



32%
Catering
Sector Framework



18%
Health & Social Care
Sector Framework



Fitness to Practise



During the period of this report, there were eleven fitness to practise concerns reported to AfN.

Two of these concerns were related to the practice of individuals who were not UKVRN registrants and could not therefore be investigated. Advice was provided to the complainants on alternative pathways for raising their concerns.

The remaining nine concerns related to UKVRN registrants and were within our remit to investigate.

Two cases related to information posts on social media. These were immediately removed by the individuals, and the cases were closed with the registrants undertaking reflection and further CPD.

Three cases related to the advertising of services or products on websites and social media accounts. One case was closed as an initial investigation identified there was no case to answer. The remaining two cases were closed following the prompt amendment of the post wording, so as to remove ambiguity and ensure alignment with the UKVRN Standards of Ethics, Conduct and Performance.



One case related to a recently qualified registrant infringing the intellectual property of another registrant. The case was closed prior to the investigation stage, as the two registrants corresponded directly, misunderstandings of the new graduate were addressed and the issue promptly rectified.

At the end of this reporting period, three cases remained under investigation and will be reported in the next annual report.

To provide the public, policy makers, employers and professionals with further confidence in the robustness and independence of our Fitness to Practise processes, the recruitment of a new Fitness to Practice Referral Panel has begun during this reporting period.

This panel, which has majority lay membership, will review cases to determine their referral to an Investigation Panel Review, provide an independent review of all early-stage decisions, and provide recommendations to the AfN Council on areas where additional guidance could support the continued safe, effective and ethical practice of registrants, and their upholding of all UKVRN standards.





Future Plans

To increase awareness of our activities and the impact of registered nutritionists' work in providing public benefit, we will continue to increase our online presence, utilising the dissemination opportunities provided by social media channels.



As we come to the end of the 2020-2025 Strategic Plan period, the trustees are reviewing our strategic plans and holding an open consultation to enable the next strategic plan for be finalised and provide a roadmap to 2030.





Financial Reports and Policies

Over the next few pages, we provide copies of our financial reports for the period of 1st April 2024 to 31st March 2025.

We also present our financial policies in respect to reserves and investments, which were reviewed and agreed by the Board of Trustees on 26th June 2025.







Financial Review

Income

- Registration income for financial year 2024 - 25 was 9% over budget (£45K) and £38K higher than at the previous year-end.

- Accreditation income during the financial year was broadly in line with the out-turn for the previous financial year assisted by increased accreditation applications and despite decreased CPD receipts.

- Other income during the financial year, mainly bank interest totalling £28.5K, was £11K higher than in 2023 – 24 and £8K over budget. Certification income was £1K over budget.

Expenditure

- Overall expenditure year-on-year was marginally higher than in 2023 - 24 but £74K under budget.

- No FTP costs were incurred during the period for the second consecutive year.

- Project expenditure, and Council costs were, collectively, £33K under budget.

- Professional Fees during the period were £22K lower than budget due to anticipated costs not being incurred.

Overview

- Total income during the financial year was £46K higher than at the previous year-end and £60K over budget.

- Whilst total expenditure was £11K higher than in the previous year, the annual financial accounts for 2024 - 25 show a surplus of £174K at the year-end - £135K over budget.

- The level of AfN's cash inflow during the financial year was £186K (2024 - £78K). At the year-end AfN's cash resources had increased to £1.05 million.

- Shortly before the end of the 2024 - 25 financial year, the 5 year lease on the AfN office in central London expired and it was decided that the lease would not be renewed and, in future, all staff would work remotely.

- Apart from the obvious cost savings that will be realized in financial year 2025 - 26, some historic provisions and accruals appertaining to the lease and other undertakings that had been posted in recent years were no longer considered to be on-going liabilities and, consequently, they were 'reversed' in the year-end accounts.



Reserves Policy

Reviewed and approved by Council 26th June 2025

AfN holds Reserves in order to ensure that it is able to continue to deliver its services in regard to its charitable objects in the event of something unexpected happening that leads to a temporary reduction in income.

Holding Reserves also supports the management of risk which the Association may face and ensures that potential liabilities can be discharged.

The Association's Trustees hereby confirm that:

- The AfN Reserves Policy has been based on the Trustees' knowledge of the risks, obligations and opportunities that the organisation does or could face.
- Trustees have regularly reviewed risks and have taken appropriate mitigating action. As a result, they have a thorough understanding of the risks which may impact the Association.
- Trustees are satisfied that the financial information with which they have been furnished has fully informed their understanding of the financial position of the organisation.

Reserves Policy (cont.)

Reviewed and approved by Council 26th June 2025

- Trustees are confident that the level of Reserves which has been determined is rational, adequate and appropriate for the Association needs.

- The Trustees have agreed to maintain reserves at a level of no less than £150,000. The level of Reserves has been determined in order to provide the capacity to resolve an adverse situation once or before it occurs. It takes into account the current risks to the organisation and the potential impact of unforeseen events.

- Requisite consideration has been given to the impact of both over-reserving as well as the danger of under reserving.

- The Reserves Policy has been quantified to meet the working capital needs of the Association

- Reserves will not be utilised to fund the acquisition of fixed assets.

- The Association is totally committed to providing public benefit and the Reserves Policy embodies the sustainability of that pre-eminent objective.

Investment Policy

Reviewed and approved by Council 26th June 2025

Funds not currently required for operational or developmental purposes in the short or medium-term are held in bank deposit accounts with either a mainstream provider (i.e., one of the UK national banks) or, if of financial benefit (lower risk or higher returns), with a mainstream UK based provider of deposit accounts or bonds.

- Approval to open a new account with a mainstream UK-based provider of deposit accounts, short-term corporate bonds, UK Government Securities or common investment funds requires the approval of Finance Committee.

- Cash to meet working capital needs will be held with our main bankers to provide security unless it can be demonstrated that a mainstream UK-based provider of deposit accounts, short-term bonds or medium term collective investments can offer either lower risk or higher returns, in which case surplus funds will be placed with such a provider.

- Cash balances will be reviewed on a quarterly basis by the AfN Finance Manager in consultation with the Chief Executive and reported in a note accompanying the quarterly management accounts.

Investment Policy (Cont.)

Reviewed and approved by Council 26th June 2025

- The Finance Manager will subsequently make recommendations to the Chief Executive regarding the movement of funds within existing accounts or invested in longer-term instruments as appropriate and necessary.

- A full review of AfN's investments will be prepared annually and then considered and approved by both Finance Committee and Council.



Bankers

NatWest Bank
Charing Cross: London Branch,
PO Box 113, Cavell House,
2a Charing Cross Road,
London, WC2H 0PD

Metro Bank
One Southampton Row,
London, WC1B 5HA

Unity Trust Bank
PO Box 7193, Planetary Road,
Willenhall, WV1 9DG

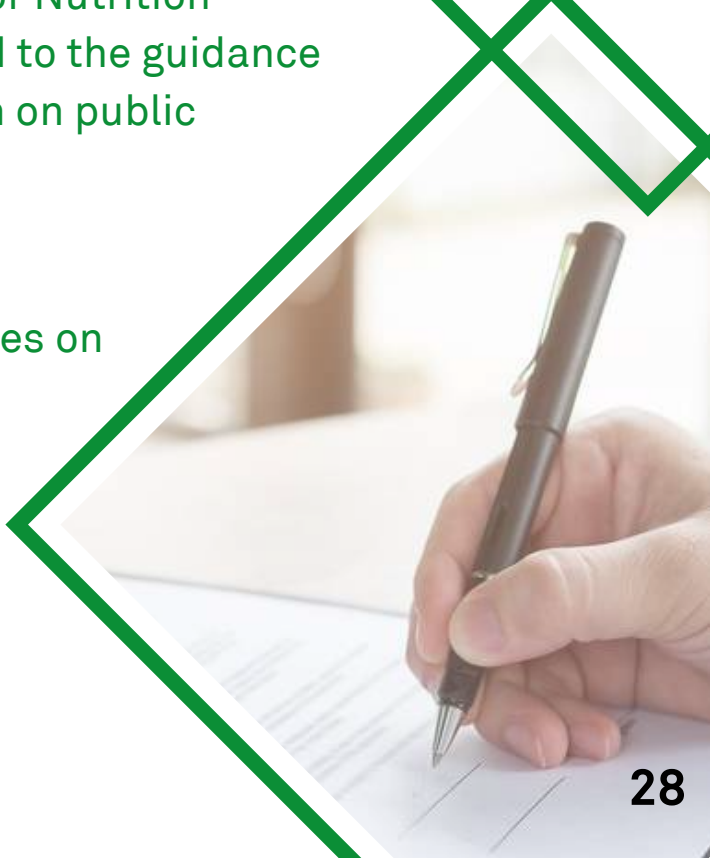
Report Approval

- The Trustees of the Association for Nutrition confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

- The Trustees' Annual Report was approved by the Council of Trustees on 13th November 2025.



Dr Alison Tedstone MBE RNutr FFAfN
President and Chair of Council



Independent Examiners Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2025.

Responsibilities and Basis of Report

As the charity's trustees of the Company (and also its directors 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 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.

Independent Examiner's Statement

Since the Company's 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 a member of Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination.

I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- The accounts do not accord with those records
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
- 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.



Zara Rodwell, FMAAT AATQB ACIPP
Maurice J. Bushell & Co. Ltd, Office 12, Epsilon House
West Street, Ipswich, Suffolk, IP3 9FJ

18th November 2025

Statement of Financial Activities for the Year Ended 31st March 2025

(including income and expenditure account)

	NOTES	UNRESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	2025 TOTAL (£)	2024 TOTAL (£)
INCOME					
• Charitable activities	2	624,558	-	**624,558**	588,882
• Investments	3	28,514	-	**28,514**	17,860
TOTAL INCOME		653,072	-	**653,072**	606,742
EXPENDITURE					
• Charitable activities	4	479,059	-	**479,059**	491.719
TOTAL EXPENDITURE		479,059	-	**479,059**	491.719
NET INCOME		174,013	-	**174,013**	115,023
Total funds brough forward		666,882	-	**666,882**	551,859
		840,895	-	**840,895**	666,882

Balance Sheet as at 31st March 2025

	NOTES	2025 (£)	2024 (£)
TANGIBLE FIXED ASSETS			
• Fixed assets	5	**2,974**	6,131
		2,974	6,131
CURRENT ASSETS			
• Stock		**0**	0
• Debtors	6	**19,882**	30,489
• Cash at bank and in hand		**1,005,149**	818,913
		1,025,031	849,402
CURRENT LIABILITIES			
• Falling due within one year	7	**(187,110)**	**(188,651)**
NET CURRENT ASSETS		**837,921**	660,751
NET ASSETS		**840,895**	666,882
Financed by:			
• Restricted funds		**0**	0
• Unrestricted funds	8	**840,895**	666,882
TOTAL FUNDS	9	**840,895**	666,882

The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as At the end of each financial year and of its surplus or deficit in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006.relating to financial statements, so far as applicable to the charitable company. These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard FRS102.For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with s.476 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 13th November 2025.

Signed on behalf of the Trustees:  **Prof J Murphy (Honorary Treasurer)**

Cash Flow Statement for Year Ended 31st March 2025

	2025 (£)	2024 (£)
SURPLUS FROM OPERATING ACTIVITIES	**174,013**	115,023
ADJUSTED FOR:		
• Depreciation	**3,157**	3,886
• Decrease (increase) in receivables	**10,607**	(5,626)
• Increase (decrease) in payables	**(1,541)**	(31,631)
• Purchase of fixed assets	**0**	(3,450)
NET CASH FROM ACTIVITIES	**186,236**	78,202
INCREASE (DECREASE) IN CASH BALANCES		
• Cash at start of year	**818,913**	740,711
• Cash at end of year	**1,005,149**	818,913
CASH INFLOW	**186,236**	78,202

Notes forming part of the financial statements

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP2015), issued by the Charity Commission, and the Financial Reporting Standard FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.

Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT.

Future liabilities are included at the best estimate of the amount required to settle them.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.

Tangible fixed assets costing over £500 (including any incidental expenses of acquisition) are capitalised.

Depreciation is provided at rates calculated to write off the cost on a straight-line basis over their expected useful economic life. The rates of depreciation applied to each class of asset are:

- IT & Office equipment - 33% straight line

Pensions

The charity makes contributions for eligible employees, to a defined contribution pension scheme, which are included in the accounts when they become payable.

Fund

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criterion is drawn from the fund.

Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

Prior Year Adjustment

Shortly before the end of the 2024 - 25 financial year, the 5-year lease on the Association's office in central London expired and was not renewed. Apart from the obvious cost savings that will be realised in financial year 2025 - 26, some historic provisions and accruals appertaining to the lease and other undertakings that had been posted in recent years were no longer considered to be on-going liabilities and, consequently, they were removed from the year-end accounts.

2 Income from charitable activities

	Unrestricted Funds (£)	Restricted funds (£)	2025 TOTAL (£)	2024 TOTAL (£)
Registration fees	481,498	-	**481,498**	443,552
Accreditation and CPD fees	139,060	-	**139,060**	141,410
Certification fees	4,000	-	**4,000**	3,920
Events and other income	-	-	**-**	-
	624,558	-	**624,558**	588,882
Research Projects	-	-	**-**	-
	624,558	-	**624,558**	588,882

There was no restricted income received in the financial years 2024 or 2025

3 Income from Investments

	Unrestricted Funds (£)	Restricted funds (£)	2025 TOTAL (£)	2024 TOTAL (£)
Bank interest receivables	28,514	-	**28,514**	17,860

4 Expenditure from charitable activities (including support costs)

	Unrestricted Funds (£)	Restricted funds (£)	2025 TOTAL (£)	2024 TOTAL (£)
Staff Costs	396,796	-	**396,796**	375,824
Rent etc	24,406	-	**24,406**	29,131
Meetings, conferences and events	1,060	-	**1,060**	13
Fitness to Practice work	0	-	**0**	0
Assessor fees and training	15,848	-	**15,848**	19,011
Marketing, publicity, public engagement	5,423	-	**5,423**	7,875
Projects and IT	14,723	-	**14,723**	27,090
AGM, Council meetings & trustee training	1,836	-	**1,836**	1,195
Office overheads	29,625	-	**29,625**	21,541
Professional fees	15,457	-	**15,457**	5,972
Depreciation	3,157	-	**3,157**	3,886
Bad debt write off	2,835	-	**2,835**	0
Independent examination	750	-	**750**	(569)
Suspense	(568)		**(568)**	750
Prior year adjustment	(32,289)		**(32,289)**	
	479,059	-	**479,059**	491,719

5 Fixed Assets

	IT & Office Equipment (£)	TOTAL (£)
Cost		
As at 1 April 2024	63,551	63,551
Additions	0	0
Total cost at 31 March 2025	63,551	63,551
Depreciation		
At 1 April 2024	57,420	57,420
Charge for the year	3,157	3,157
At 31 March 2025	60,577	60,577
Net book value as at 31 March 2025	**2,974**	**2,974**
Net book value as at 31 March 2024	**6,131**	**6,131**

6 Debtors

	2025 (£)	2024 (£)
Trade debtors	**7,050**	13,245
Other debtors	**5,460**	5,460
Staff travel loans	**0**	0
Prepayments	**7,372**	11,784
	19,882	30,489

7 Creditors: amounts falling due within one year

	2025 (£)	2024 (£)
Trade creditors	**0**	**0**
Other creditors	**0**	**0**
Tax and social security	**7,358**	**7,334**
Accruals and deferred income	**179,752**	**181,317**
	187,110	**188,651**

Deferred income represents £170,001 (2024: £149,683) of registration fees received in advance of the period to which they relate (the October renewal cycle). All deferred income as at 31st March 2025 has been released.

8 Unrestricted funds

	At 1 April 2024 (£)	Income (£)	Expenditure (£)	At 31 March 2025 (£)
General Funds	**666,882**	653,072	(479,059)	**840,895**

9 Analysis of net assets by fund

	Restricted funds (£)	General funds (£)	Total (£)
Tangible assets	-	2,974	**2,974**
Debtors	-	19,882	**19,882**
Cash at bank and in hand	-	1,005,149	**1,005,149**
Current liabilities	-	(187,110)	**(187,110)**
Total	-	840,895	**840,895**

10 Staff numbers and renumeration

	2025	2024
The average number of predominantly part-time staff employed by the charity during the year, including 1 x FTE, was:	**11**	9
Wages and salaries	**322,283**	343,891
Social security costs	**26,369**	30,166
Employer pension contributions	**33,360**	29,765
Total	**382,012**	403,822

One employee received emoluments of more than £60,000p.a.
One employee received emoluments of more than £80,000p.a.

11 Trustees' remuneration

No trustees received remuneration for any services provided.
16 trustees (2024:16) received a total of £869 (2024: £570) in respect to travel expenses.

12 Related transactions

The trustees pay their registration fees at the normal rates.
There were no other related party transactions.

13 Volunteer time

Contribution of our many volunteers is set out in the Trustees' Annual Report. In accordance with FRS102 the economic contribution made by volunteers cannot be recognised in these financial statements.

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

www.associationfornutrition.org

Registered Charity No. 1136624

Registered Company No. 6488331

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ASSOCIATION FOR NUTRITION

England & Wales - Charity number 1136624

Accounts



ANNUAL REPORT

AND FINANCIAL STATEMENTS

2023-2024

APPROVED BY THE AFN TRUSTEES - 11/11/2024

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health





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4 Our work for public benefit

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Welcome

Our Report

The Trustees of the Association, who are the company directors for the purposes of company law, present to you their report and financial statements for the year ended 31st March 2024.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the SORP charity reporting requirements (2015).

The Trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

The 2023-2024 Trustees' Annual Report was approved by the Council of the Trustees on the 11th November 2024.

Administrative Details

Registered Address

3rd Floor Alliance House,
29-30 High Holborn,
London, WC1V 6AZ

Registered Charity

1136624

Company Number

6488331

A word from the AfN President

It is a pleasure to present our annual report to you on behalf of our Council.

It has been another busy and productive year for AfN Council. Our Council includes both registrants and lay members, and provides oversight of the organisation, ensuring that AfN continues to provide public benefit. This year we have been pleased to see the implementation of new standards, competencies and policies to ensure AfN remains an effective and robust organisation.

We are a small organisation working hard to deliver public benefit, and I would like to thank our trustees, volunteers and staff for their contributions to AfN's successes over the year.

Dr Alison Tedstone MBE RNutr FFAfN





A word from the AfN Chief Executive

AfN continues to thrive and grow, working hard to meet the needs of the public and our registrants.

We have continued to work to provide public benefit, implementing new standards and competencies and developing resources to ensure our registrants are supported to be safe, effective and ethical practitioners. This year we have been particularly pleased to launch the ANutr Framework providing additional guidance and resources to support early career nutritionists.

It remains a pleasure and an honour to work with this profession, and I express my thanks to our trustees, volunteers and staff for their enthusiastic engagement with our work.

Helen Clark



Our work for public benefit

The Association for Nutrition (AfN) is a charitable company limited by guarantee, having no share capital. Members of Council are the members, trustees and directors of the association and have a liability not exceeding £1 each.

The charitable company is governed by its Articles of Association and subsidiary Rules.

The Association holds an Annual General Meeting (AGM), with annual Council elections for terms of office of three years.

The Council met three times in the year to 31st March 2024.

Council is advised by standing committees and ad hoc working groups and task and finish groups.

All trustees give their time freely and no trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and, in accordance with AfN policy, withdraw from decisions when a conflict of interest arises.



Our Charitable Objects

In addition to our four strategic objectives, as a registered charity we also have three charitable objects that are the foundation of all our activities.

- To promote the health of the public by the promotion and maintenance of high standards of practice among, and the regulation of, nutritionists.
- To advance the study and practice of nutritional science and medicine.
- To advance the education of the public and to promote research for the public interest in the field of nutrition, health and allied subjects.



Our Vision

- Everyone is empowered to improve health and wellbeing through nutrition grounded in science.



Our Values

- We are a transparent, approachable and fair regulator, acting with integrity to protect the public.



Our Strategy

- Our Strategic Plan 2020-2025 details the four strategic outcomes we believe are central to the realisation of our vision.

Our four strategic outcomes are:

Strategic Outcome One
Everyone recognises the value of the nutrition profession and the essential role of AfN and its register.

Strategic Outcome Two
We have high standards for education, training and practice, developed through stakeholder engagement.

Strategic Outcome Three
AfN competencies are recognised as the standard for the regulation of nutritionists in the UK and beyond.

Strategic Outcome Four
Our registrants are supported to be effective through clear guidance, a CPD framework and robust regulation.



Recognising Our Volunteers

The contribution our volunteers make to the achievement of our charitable objectives is enormously valued and is central to both our work and achievements.

Our volunteers are made up of both non-registrants and Registrants, all of whom freely give their time, support and expertise to help us achieve our vision and deliver our ambitious programme of work.

We are delighted to have had over 150 dedicated volunteers supporting the organisation. These include:

Trustees and Council Officers

Office held during 2023-2024 FY or on 11th November 2024



- Prof J Cade RNutr FFAfN
- Ms S Bailey
- Dr D Bhakta RNutr
- Dr B Buczkowski RNutr FAfN
- Ms S Canet
- Dr A Collins RNutr
- Ms J Frew
- Dr J Garry RNutr
- Ms Z Griffiths RNutr FAfN
- Ms L Horder
- Mr R Hughes
- Ms A Madukah RNutr
- Prof J Murphy RNutr
- Mr S Ogden
- Ms M Papagiannaki RNutr
- Ms L Street RNutr
- Dr A Tedstone MBE RNutr FFAfN
- Dr F Tsofliou RNutr
- Mr M Webster



Committees, Working Groups and Task & Finish Groups

- Accreditation (degrees)
- Business Planning and Governance
- Non-Degree Quality Assurance
- Fellows' Nomination
- Finance
- Medical (Nutrition) Education
- Registration
- ANutr Development Framework



Regional and National Representatives

- London & South East
- South West
- Wales
- Ireland
- Scotland
- North West
- East Midlands
- West Midlands
- Yorkshire & The Humber
- East of England



Assessors

- Degree Accreditation
- Course Certification
- CPD Endorsement
- Education & Nutrition Resource Hub
- Fellows' Nominations
- UKVRN Registration
- CPD Reviews



Governance and Responsibilities

The Association for Nutrition (AfN) has a well-structured governance system that ensures effective leadership and management of the organisation.

The Articles of Association and subsidiary rules detail the appointment procedures for Trustees, Officers and Committee Chairs. Trustees are provided with induction packs and access to charity trustee training.

Our Trustees are collectively responsible for setting the AfN's vision and strategic objectives, ensuring these are in line with our charitable objects. The Executive (staff) are subsequently charged by the Trustees to manage and deliver the agreed activities. This division of duties allows for efficient execution of the AfN's mission, pursuit of the organisation's charitable goals and the maintenance of proper oversight.

Trustee Responsibilities

- To put public benefit at the forefront of any decisions and activities undertaken.
- To set the strategic goals and direction of the charity in order to further or support its charitable objectives.
- To comply with statutory accounting and reporting requirements
- To declare any potential Conflicts of Interest.
- To abide by a Code of Conduct; giving enough time, thought and energy to the role and related training activities.
- To make decisions and act in the best interest of the charity and public, ensuring assets and resources are used responsibly to support and perform the charity's purposes.
- To ensure compliance with governance and legal requirements
- To act with reasonable care and skill.



Our Strategic Activities

To support the achievement of our four strategic outcomes and our charitable objects we undertake a variety of activities each year.

Over the next few pages, we provide details of some of the main activities we have undertaken during the period of 1st April 2023 to 31st March 2024.

Registration of professionals who are qualified and competent in nutrition

Our Register continues to benefit the public, employers, and colleagues by providing an easily accessible and searchable online database of nutrition professionals who have demonstrated their adherence to the high standards of UKVRN registration.

During this reporting period:

- Revised Registration Competencies were published on the 1st April, with the RNutr competences coming into effect on 1st April 2024 and ANutr competences on 1st April 2025.

- Updated application guidance documents aligned with revised RNutr competencies were published, so as to provide clear guidance with visuals and links to helpful resources.

- The AfN International Degree Comparability Table was published to facilitate portfolio assessments based on international degrees and remove a financial barriers for non-UK graduate applicants.

- The new Standards of Independent & Freelance Practice came into effect on 1st July 2023, providing further guidance alongside the Standards of Ethics, Conduct and Performance for registrants practicing in a independent/freelance capacity and those utilising their services.

- We delivered ANutr portfolio application clinics and ethical practice sessions to university students studying nutrition science.

- We continued to provide Zoom clinics for those applying for registration via ANutr and RNutr portfolio, for ANutr registrants preparing for RNutr transfer, and for current registrants with CPD queries.

- Six new Registration Assessors were recruited and trained.

- A training day was held in Sheffield for AfN registration assessors, with workshop activities to support the assessment of the incoming revised RNutr competencies ahead of their 1st April 2024 launch.

- Online registration assessment forms were introduced to support the assessor team and facilitate assessment audit.

- Registrants were supported during registration renewal periods with multi-media communication reminders.



4636

Registrants
(on 31 Mar 2024)



246

Voluntarily Suspended
(e.g. on parental leave, ill health, return to study)



1145

applications received

Supporting the development of professional practice skills and confidence in early career professionals

The ANutr Development Framework working group met six times during the year.

October 2023 – The Framework was officially launched with three lunchtime webinars, one on each strand, consisting of a short presentation and a Q&A session.

- Strand 1 Professional Development Resources – Numerous multimedia resources were created on various topics relevant to ANutrs, available on the AfN website.

- Strand 2 Mentoring – A self-directed training Powerpoint, guidance and templates were created and roadtested.

- Strand 3 Transfer Portfolio Webinars – December 2023 for ANutrs transferring on the previous RNutr CCs and March 2024 for ANutrs transferring on the new RNutr CCs.



Quality assurance of nutrition education

Degree Programme Accreditation

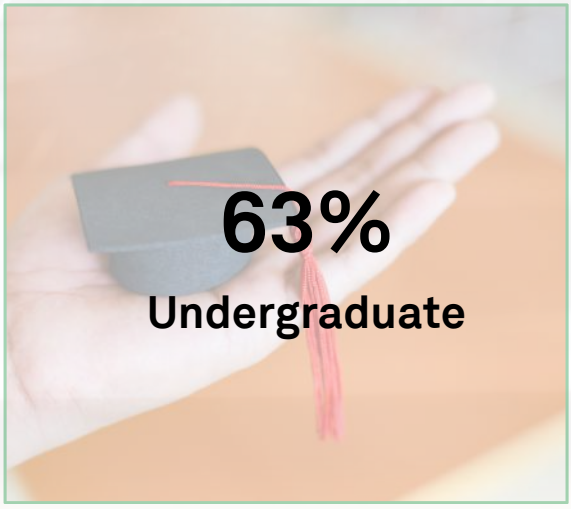
- We have redesigned the application process for degree accreditation applications and reaccreditations ready for the 2025 Accreditation Standards and Core Competencies.

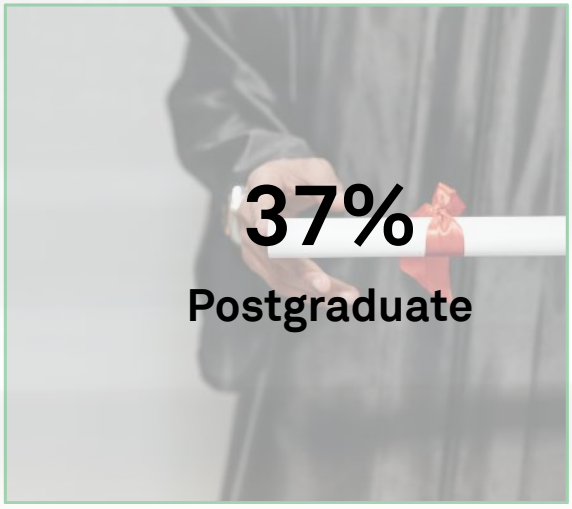
- A pilot process for reaccreditation was launched in September 2023. The revised reaccreditation and application process under the 2025 Accreditation Standards and Core Competencies will be launched in April 2024.

- 16 reaccreditation applications and 4 new applications were presented to the Accreditation Committee for consideration during the financial year.

- There were 100 accredited degree programmes during the financial year that have or are training students to meet all of the competency requirements for registration as a Registered Associate Nutritionist (ANutr) and eligibility to apply via the direct entry pathway.

Split of accredited degree programmes by level



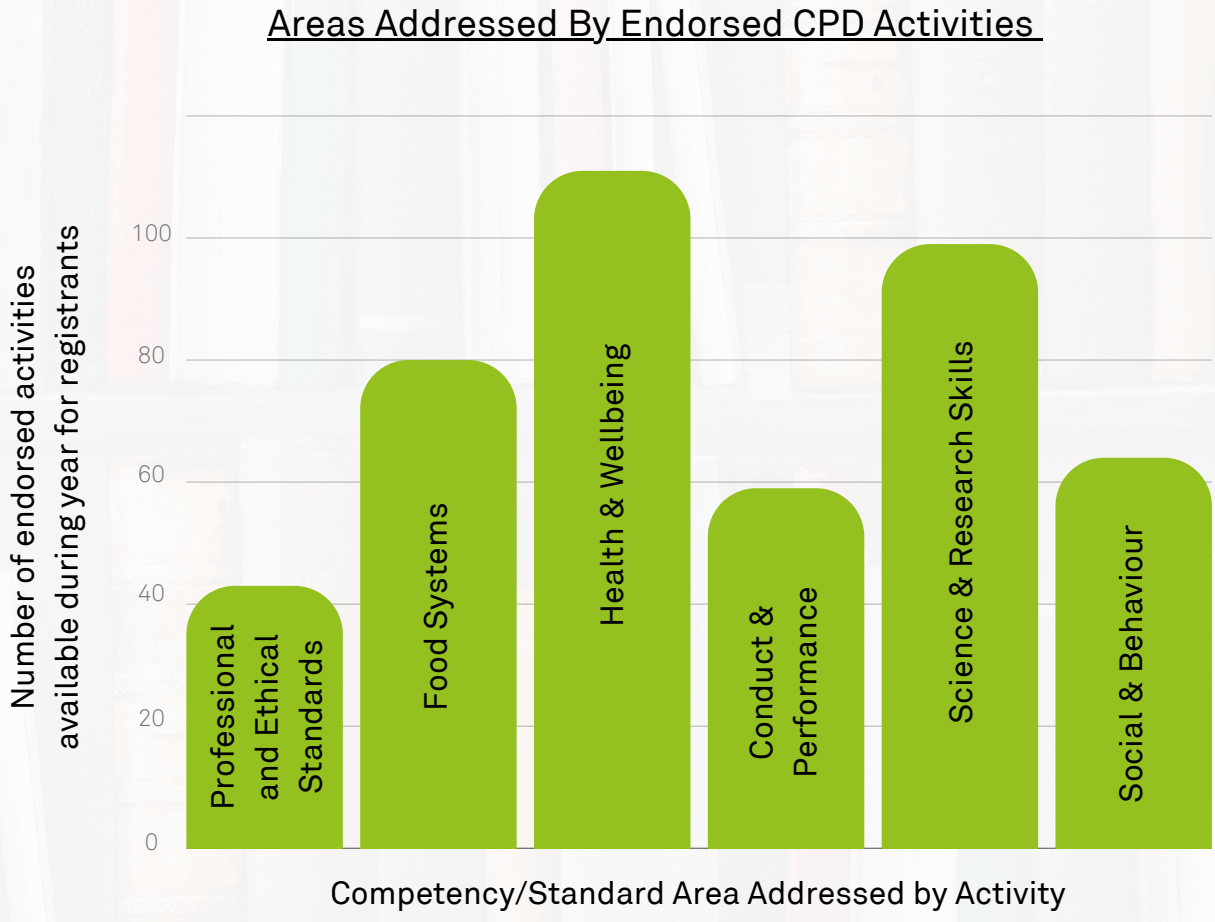


CPD Activity Endorsement

- Continuing Professional Development (CPD) is a crucial aspect of maintaining professional competence for UKVRN registrants. It is a lifelong commitment that helps Registered Nutritionists and Registered Associate Nutritionists stay current in their field and enhance their skills

- To assist registrants in identifying high-quality CPD opportunities, the Association for Nutrition (AfN) offers a CPD Endorsement Scheme. This scheme allows training providers to submit their activities for quality assurance

- This year we reviewed and updated our endorsement standards and enhanced the web listings of approved activities, to aid registrants to identify the specific competency or standard area the activity supports.



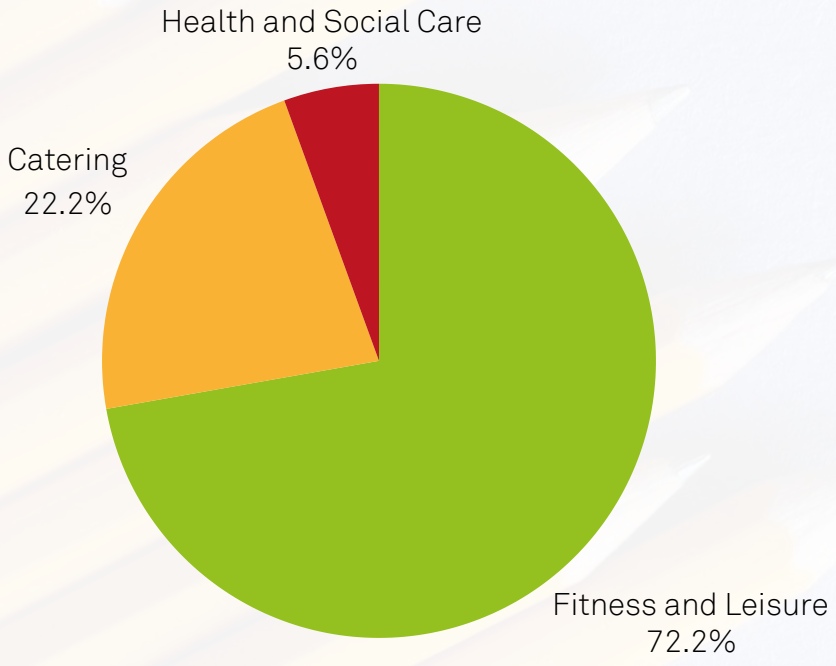
Course Certification for Nutrition Training of the Non-Nutritionist Workforce

- There are many members of the wider workforce that do not require the depth and breadth of knowledge of a registered Nutritionist (RNutr or ANutr), but where a foundation of knowledge in nutrition science can aid them in being able to support members of the public access credible and reliable nutrition information.

- Following a review of the Course Certification quality assurance scheme, revised learning outcomes, standards and procedures were launched in a phased manner for the three assessment frameworks (Fitness & Leisure, Catering, and Health & Social Care respectively).

- Whilst completing a certified course does not provide the learner with a professional title, the training provider can opt in to the provision of an AfN Certificate, that the learner can add to their CV.

Certified Courses by Assessment Framework



Fitness to Practise

During the period of this report, there were five fitness to practise concerns raised.

Two of these concerns were related to the practice of individuals who were not UKVRN registrants and could not therefore be investigated. Advice was provided on alternative pathways for raising their concerns.

The remaining three concerns related to UKVRN registrants and therefore they were within our remit to investigate.

One of the cases related to an incorrect use of title (Registered instead of Registered Associate Nutritionist) on a website which, once corrected, was closed with guidance provided to the registrant.

One case related to misleading website information and social media posts where it could be inferred that the individual was providing 'treatments' outside their scope of practice. Posts were promptly deleted and web content amended. The case was subsequently closed with the provision of guidance and education on standards of ethics, conduct and performance.

One case remained open at the end date of this reporting period.



Our Future Plans

Our trustees have agreed the following activity areas as priorities to support the achievement of the AfN Strategic Plan 2020-2025:

Provide support, guidance and training in respect to the revised standards for AfN Degree Accreditation and ANutr Core Competencies.

Implement the ANutr Development Framework, to provide early career stage nutritionists support in the provision of safe and effective practice.

Helping Registrants to raise awareness of nutrition science and the sources of advice grounded in robust science.

Financial Reports and Policies

Over the next few pages, we provide copies of our financial reports for the period of 1st April 2022 to 31st March 2024.

We also present our financial policies in respect to reserves and investments, which were reviewed and agreed by the Board of Trustees on 25th June 2024.



Finance Review

Income

- Registration income for financial year 2023 – 24 was £22K higher than during the previous year and £66K over budget. Registration receipts increased for all categories except RNutr renewals.
- Accreditation income during the period was £7K higher than budget and £6K higher than at the end of 2022 – 23 due to new accreditation applications
- CPD receipts for the year were marginally lower than in financial year 2022 – 23.
- Other income, mainly bank interest, was £10K higher than in 2022 – 23 and £5K over budget whilst certification income was £3K over budget.

Expenditure

- Overall expenditure year-on-year was £99K higher than in 2022 - 23 predominantly due to two new employees being appointed during the year as well as the cost of maternity leave cover.
- FTP, office overheads, project expenditure and Council costs were, collectively, £40K under budget.
- Professional Fees during the period were substantially lower than budget due to the Royal Charter not being granted to date and, consequently, the anticipated resultant costs were not incurred.

Overview

- Income at 31st March 2024 was £42K higher than in 2022 -23 and £82K over budget. However, whilst expenditure was £56K higher than in the same period last year, the accounts still show that there was a surplus at the end of the financial year.

Reserves Policy

Reviewed and approved by Council 25th June 2024

- AfN holds Reserves in order to ensure that it is able to continue to deliver its services to registrants and benefit to the public in the event of something unexpected happening leading to a temporary reduction in income.

- Holding Reserves also supports the management of risk which the Association may face and to ensure that potential liabilities can be discharged.

- The Association's Trustees hereby confirm that:

    - The AfN Reserves Policy has been based on the Trustees' knowledge of the risks, obligations and opportunities that the organisation does or could face.

    - Trustees have regularly reviewed risks and have taken appropriate mitigating action. As a result, they have a thorough understanding of the risks which may impact the Association.

    - Trustees are satisfied that the financial information with which they have been furnished has fully informed their understanding of the financial position of the organisation.

    - Trustees are confident that the level of Reserves that has been determined is rational, adequate and appropriate for the Association's needs.

Reserves Policy (cont.)

Reviewed and approved by Council 25th June 2024

- The level of Reserves has been determined in order to provide the capacity to resolve an adverse situation before it occurs. It takes into account the current risks to the organisation and the potential impact of unforeseen events.

- Requisite consideration has been given to the impact of both over-reserving as well as the danger of under-reserving

- The Reserves Policy has been quantified to meet the working capital needs of the Association

- Reserves will not be utilised to fund the acquisition of fixed assets

- The Association is totally committed to providing public benefit and the Reserves Policy embodies the sustainability of that pre-eminent objective.

- The Reserves Policy will be regularly monitored and evaluated in order to ensure that it remains appropriate and effective.

Investment Policy

Reviewed and approved by Council 25th June 2024

Funds not currently required for operational purposes in the short or medium-term are held in bank deposit accounts with either a mainstream provider (i.e., one of the UK national banks) or, if of financial benefit (lower risk or higher returns), with a mainstream UK based provider of deposit accounts, bonds or Common Investment Funds.

- Approval to open a new account with a mainstream UK-based provider of deposit accounts, short-term corporate bonds, UK Government Securities or common investment funds requires the agreement of Finance Committee.

- Surplus funds will be held with our main bankers to provide security despite interest rate rises not being passed on by those providers; unless it can be demonstrated that a mainstream UK-based provider of deposit accounts, short-term bonds or medium term collective investments can offer either lower risk or higher returns, in which case surplus funds will be placed with such a provider.

- Cash balances will be reviewed on a quarterly basis by the AfN Finance Manager in consultation with the Chief Executive and reported in a note accompanying the quarterly management accounts.

Investment Policy (Cont.)

Reviewed and approved by Council 25th June 2024

- The Finance Manager will subsequently make recommendations to the Chief Executive regarding the movement of funds within existing accounts and new investments as appropriate and necessary.

- A full review will be prepared annually and considered by both Finance Committee and Council, including consideration of alternative providers and forms of investment.

Bankers

NatWest Bank

Charing Cross: London Branch,
PO Box 113, Cavell House,
2a Charing Cross Road,
London, WC2H 0PD

Metro Bank

One Southampton Row,
London, WC1B 5HA

Unity Trust Bank

PO Box 7193, Planetary Road,
Willenhall, WV1 9DG

Report Approval

- The Trustees of the Association for Nutrition confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

- The Trustees' Annual Report was approved by the Council of Trustees on 11th November 2024.



Dr Alison Tedstone MBE RNutr FFAfN
President and Chair of Council

Independent Examiners Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2024.

Responsibilities and Basis of Report

As the charity's trustees of the Company (and also its directors 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 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.

Independent Examiner's Statement

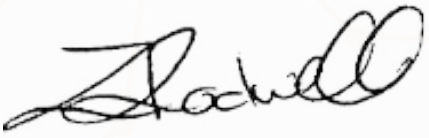
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination.

I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- The accounts do not accord with those records
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
- 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.



Zara Rodwell, FMAAT AATQB ACIPP
Maurice J. Bushell & Co. Ltd, Office 12, Epsilon House
West Street, Ipswich, Suffolk, IP3 9FJ

6th December 2024

Statement of Financial Activities for the Year Ended 31 March 2024

(including income and expenditure account)

	NOTES	UNRESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	2024 TOTAL (£)	2023 TOTAL (£)
INCOME					
• Charitable activities	2	588,882	-	**588,882**	558,416
• Investments	3	17,860	-	**17,860**	4,149
TOTAL INCOME		606,742	-	**606,742**	562,565
EXPENDITURE					
• Charitable activities	4	491,719	-	**491,804**	397,234
TOTAL EXPENDITURE		491,719	-	**491,804**	397,234
NET INCOME		115,023	-	**114,454**	165,331
Total funds brough forward		551,859	-	551,859	386,528
		666,882	**-**	**551,859**	**386,528**

Balance Sheet as at 31 March 2024

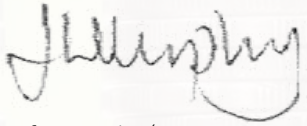
	NOTES	2024 (£)	2023 (£)
TANGIBLE FIXED ASSETS			
• Fixed assets	5	**6,131**	6,567
		6,131	6,567
CURRENT ASSETS			
• Stock		**0**	0
• Debtors	6	**30,489**	24,803
• Cash at bank and in hand		**818,913**	740,771
		849,402	765,574
CURRENT LIABILITIES			
• Falling due within one year	7	**(188,651)**	(220,282)
NET CURRENT ASSETS		**660,751**	545,292
NET ASSETS		**666,882**	551,859
Financed by:			
• Restricted funds		**0**	0
• Unrestricted funds	8	**666,882**	551,859
TOTAL FUNDS	9	**666,882**	551,859

The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as At the end of each financial year and of its surplus or deficit in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006.relating to financial statements, so far as applicable to the charitable company. These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard FRS102.For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with s.476 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 11th November 2024.

Signed on behalf of the Trustees:



Prof J Murphy (Honorary Treasurer)

Cash Flow Statement for Year Ended 31 March 2024

	2024 (£)	2023 (£)
SURPLUS FROM OPERATING ACTIVITIES	115,023	165,331
ADJUSTED FOR:		
• Depreciation	3,886	2,345
• Decrease (increase) in receivables	(5,626)	4,065
• Increase (decrease) in payables	(31,631)	(1,147)
• Purchase of fixed assets	(3,450)	(4,495)
NET CASH FROM ACTIVITIES	**78,202**	**166,099**
INCREASE (DECREASE) IN CASH BALANCES		
• Cash at start of year	740,711	574,672
• Cash at end of year	818,913	740,711
CASH INFLOW	**78,202**	**166,099**

Notes forming part of the financial statements

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows.

Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP2015), issued by the Charity Commission, and the Financial Reporting Standard FRS102.
Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.
Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT.
Future liabilities are included at the best estimate of the amount required to settle them.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.
Tangible fixed assets costing over £500 (including any incidental expenses of acquisition) are capitalised.
Depreciation is provided at rates calculated to write off the cost on a straight-line basis over their expected useful economic life. The rates of depreciation applied to each class of asset are:

- IT & Office equipment - 33% straight line

Pensions

The charity makes contributions for eligible employees, to a defined contribution pension scheme, which are included in the accounts when they become payable.

Fund

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criterion is drawn from the fund.
Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

2 Income from charitable activities	Unrestricted Funds (£)	Restricted funds (£)	2024 TOTAL (£)	2023 TOTAL (£)
Registration fees	443,552	-	**443,552**	420,894
Accreditation and CPD fees	141,410	-	**141,410**	136,015
Certification fees	3,920	-	**3,920**	1,150
Events and other income	-	-	**-**	357
	588,882	-	**588,882**	558,416
Research Projects	-	-	**-**	-
	588,882	**-**	**588,882**	**558,416**

There was no restricted income received in the financial years 2024 or 2023

3 Income from Investments	Unrestricted Funds (£)	Restricted funds (£)	2024 TOTAL (£)	2023 TOTAL (£)
Bank interest receivables	17,860	-	**17,860**	4,149

4 Expenditure from charitable activities (including support costs)	Unrestricted Funds (£)	Restricted funds (£)	2024 TOTAL (£)	2023 TOTAL (£)
Staff Costs	375,824	-	**375,824**	299,090
Rent etc	29,131	-	**29,131**	34,317
Meetings, conferences and events	13	-	**13**	12
Fitness to Practice work	0	-	**0**	4,058
Assessor fees and training	19,011	-	**19,011**	9,340
Marketing and publicity	7,875	-	**7,875**	1,844
Projects and IT	27,090	-	**27,090**	13,440
AGM, Council meetings & trustee training	1,195	-	**1,195**	1,483
Office overheads	21,541	-	**21,541**	24,135
Professional fees	5,972	-	**5,972**	2,755
Depreciation	3,886	-	**3,886**	2,345
Bad deby write off	0	-	**0**	3,665
Suspense	(569)	-	**(569)**	0
Independent examination	750		**750**	750
	491,719	**-**	**491,719**	**397,234**

5 FIXED ASSETS	IT & Office Equipment (£)	TOTAL (£)
Cost		
As at 1 April 2023	60,101	60,101
Additions	3,450	3,450
Total cost at 31 March 2024	63,551	63,551
Depreciation		
At 1 April 2023	53,534	53,534
Charge for the year	3,886	3,886
At 31 March 2024	57,420	57,420
Net book value as at 31 March 2024	**6,131**	**6,131**
Net book value as at 31 March 2023	6,567	**6,567**

6 Debtors	2024 (£)	2023 (£)
Trade debtors	**13,245**	9,305
Other debtors	**5,460**	5,460
Staff travel loans	**0**	0
Prepayments	**11,784**	10,038
	30,489	24,803

7 Creditors: amounts falling due within one year	2024 (£)	2023 (£)
Trade creditors	**0**	0
Other creditors	**0**	0
Tax and social security	**7,334**	5,635
Accruals and deferred income	**181,317**	214,647
	188,651	220,282

Deferred income represents £149,683 (2023: £180,413) of registration fees received in advance of the period to which they relate (the October renewal cycle). All deferred income as at 31 March 2024 has been released.

8 Unrestricted funds	At 1 April 2023 (£)	Income (£)	Expenditure (£)	At 31 March 2024 (£)
General Funds	**551,859**	606,742	(491,719)	**666,882**

9 Analysis of net assets by fund	Restricted funds (£)	General funds (£)	Total (£)
Tangible assets	-	6,131	**6,131**
Stock	-	0	**-**
Debtors	-	30,489	**30,489**
Cash at bank and in hand	-	818,913	**818,913**
Current liabilities		(188,651)	**(188,651**
Total	**-**	666,882	**666,882**

10 Staff numbers and renumeration	2024	2023
The average number of predominantly part-time staff employed by the charity during the year, including 1 x FTE, was:	**9**	9
Wages and salaries	**343,891**	242,970
Social security costs	**30,166**	18,477
Employer pension contributions	**29,765**	21,029
Total	**403,822**	282,476

One employee received emoluments of more than £60,000p.a.

11 Trustees' renumeration
No trustees received renumeration for any services provided.
16 trustees (2023:13) received a total of £570 (2023:£452) in respect to travel expenses.

12 Related transactions
The trustees pay their registration fees at the normal rates.
There were no other related party transactions.

13 Volunteer time
Contribution of our many volunteers is set out in the Trustees' Annual Report. In accordance with FRS102 the economic contribution made by volunteers cannot be recognised in these financial statements.



Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

www.associationfornutrition.org

Registered Charity No. 1136624

Registered Company No. 6488331

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ASSOCIATION FOR NUTRITION

England & Wales - Charity number 1136624

Accounts



Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

AfN Trustees' Annual Report and Financial Statements

2022 - 2023



Table of Contents

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Welcome

Our Report

The Trustees of the Association, who are the company directors for the purposes of company law, present to you their report and financial statements for the year ended 31st March 2023.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the SORP charity reporting requirements (2015).

The Trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

The 2022-2023 Trustees' Annual Report was approved by the Council of the Trustees on the 20th November 2023.

Administrative Details

Registered Address

3rd Floor Alliance House, 29-30 High Holborn, London, WC1V 6AZ

Registered Charity

1136624

Company Number

6488331

A not-for-profit organisation, registered as a charity and a company limited by guarantee



A word from the AfN President

It is a pleasure to present our annual report to you on behalf of our Council.

This year has been another busy and productive year for AfN. Our Council has worked to ensure AfN continues to thrive and that our investment is focused where it will have impact. We have reviewed our strategic plan in light of the changing external environment and refocused our priorities to ensure that we continue to support our registrants to be competent, ethical and effective professionals

We are a small organisation, working hard to deliver public benefit, and I would like to thank our trustees, volunteers and staff for their contributions to AfN's successes over the year.

Dr Alison Tedstone MBE RNutr FFAfN





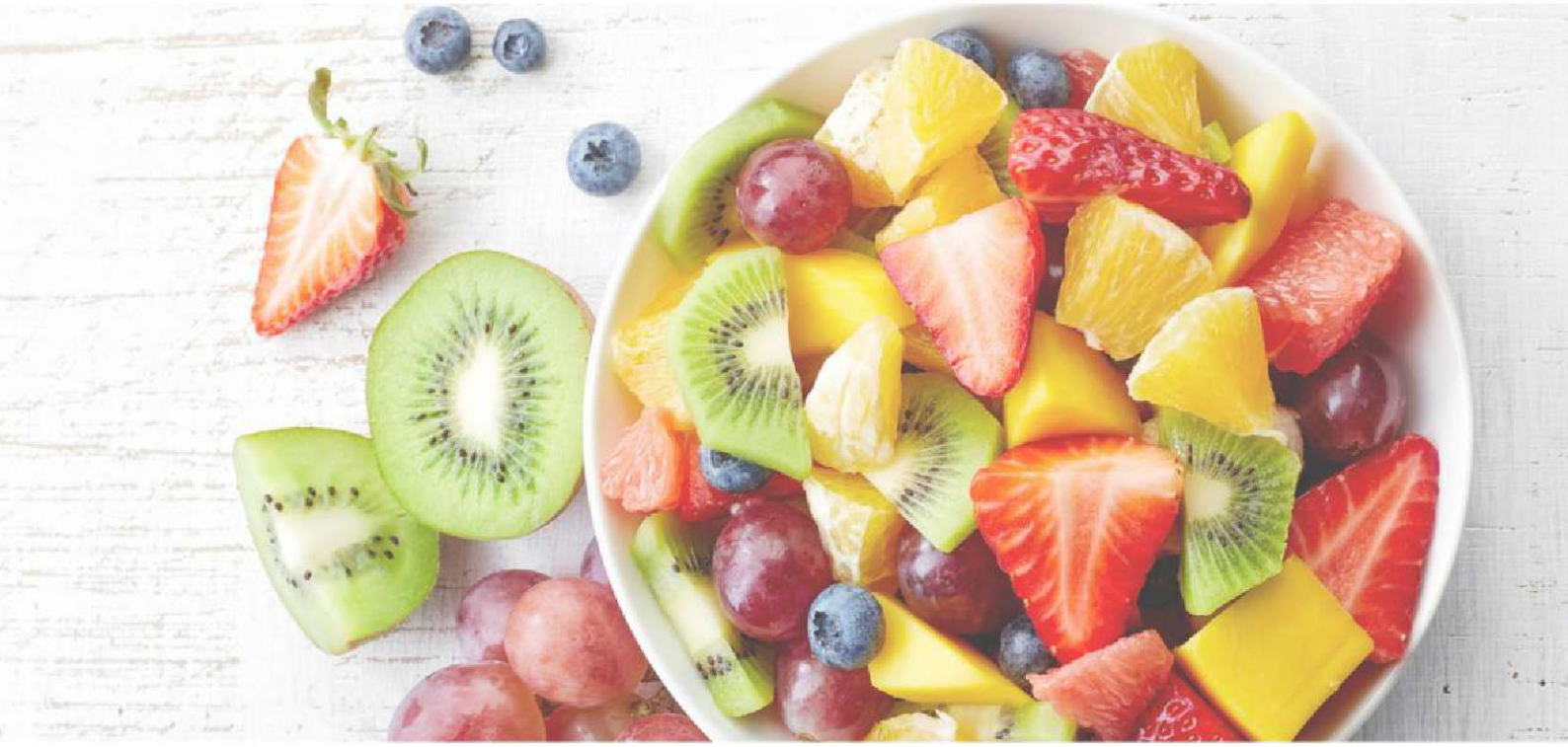
A word from the AfN Chief Executive

AfN continues to thrive, developing as an organisation to meet the needs of the public and our registrants.

In this report you will read about the work we have been doing to pursue our strategic aims and to provide public benefit through ensuring our standards and competencies for registrants are clear, relevant and up to date, and that our quality assurance schemes are fit for purpose, ensuring that those who join our register have the knowledge and skills required for safe, ethical and effective practice.

It remains a pleasure and an honour to work with this profession, and I express my thanks to our Trustees, volunteers and staff for their enthusiastic engagement with our work.

Helen Clark





Our work for public benefit

The Association for Nutrition (AfN) is a charitable company limited by guarantee, having no share capital. Members of Council are the members, trustees and directors of the association and have a liability not exceeding £1 each.

The charitable company is governed by its Articles of Association and subsidiary Rules.

The association holds an Annual General Meeting (AGM), with annual Council elections for terms of office of three years.

The Council met three times in the year to 31st March 2023.

Council is advised by standing committees and ad hoc working groups and task and finish groups.

All trustees give their time freely and no trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and, in accordance with AfN policy, withdraw from decisions when a conflict of interest arises.

Our Vision

Everyone is empowered to improve health and wellbeing through nutrition grounded in science

Our Values

We are a transparent, approachable and fair regulator, acting with integrity to protect the public



Our Strategic Objectives

The Association for Nutrition (AfN) defines and advances standards of evidence-based practice across the field of nutrition and at all levels within the workforce. Our Strategic Plan 2020-2025 details the four strategic outcomes we believe are central to the realisation of our vision.

Strategic Outcome 1 Everyone recognises the value of the nutrition profession and the essential role of AfN and its register	**Strategic Outcome 2** We have high standards for education, training and practice, developed through stakeholder engagement
Strategic Outcome 3 AfN competencies are recognised as the standard for the regulation of nutritionists in the UK and beyond	**Strategic Outcome 4** Our registrants are supported to be effective through clear guidance, a CPD framework and robust regulation



Our Charitable Objects

In addition to our four strategic objectives, as a registered charity we also have three charitable objects that are the foundation of all our activities.



To promote the health of the public by the promotion and maintenance of high standards of practice among, and the regulation of, nutritionists



To advance the study and practice of nutritional science and medicine



To advance the education of the public and to promote research for the public interest in the field of nutrition, health and allied subjects



Recognising Our Volunteers

The contribution our volunteers make to the achievement of our charitable objectives is enormously valued and is central to both our work and achievements.

Our volunteers are made up of both non-registrants and Registrants, all of whom freely give their time, support and expertise to help us achieve our vision and deliver our ambitious programme of work.

We are delighted to have had over 150 dedicated volunteers supporting the organisation. These include:

Trustees and Council Officers

Office held during 2022-2023 FY or on 20th November 2023

- Prof F Amirabdollahian RNutr
- Ms M Brown RNutr
- Dr B Buczkowski RNutr
- Prof J Cade RNutr FFAfN (Hon. Secretary)
- Mr A Flanagan ANutr
- Ms J Frew
- Dr J Garry RNutr
- Dr P Grabowski RNutr
- Ms Z Griffiths RNutr
- Ms L Horder
- Prof O Kennedy RNutr
- Dr V Lund
- Ms A Madukah RNutr
- Prof J Murphy RNutr (Hon. Treasurer)
- Mr S Ogden
- Ms B Saunders
- Ms L Street RNutr
- Dr A Tedstone MBE RNutr FFAfN (Chair)
- Mr M Webster

19
Volunteers



Committees, Working Groups and Task & Finish Groups

- Accreditation (degrees)
- Business Planning and Governance
- Certification (wider workforce trainings)
- Fellows' Nomination
- Finance
- Medical (Nutrition) Education
- Registration
- Review working groups
- ANutr Development Framework

81 Volunteers

Regional and National Representatives

- London & South East
- South West
- Wales
- Ireland
- Scotland
- North West
- East Midlands
- West Midlands
- Yorkshire & The Humber
- East of England

31 Volunteers

Assessors

- Degree Accreditation
- Course Certification
- CPD Endorsement
- Education & Nutrition Resource Hub
- Fellows' Nominations
- UKVRN Registration
- CPD Reviews

76 Volunteers





Governance and Responsibilities

The Articles of Association and subsidiary rules detail the appointment procedures for Trustees, Officers and Committee Chairs. Our Trustees are provided with induction packs and access to charity trustee training.

Our Trustees are collectively responsible for setting the AfN's vision and strategic objectives, ensuring these are in line with our charitable objects.

The Executive (staff) are subsequently charged by the Trustees to manage and deliver the agreed activities which support and further the achievement of these aims and objectives.

Trustee Responsibilities

- To put public benefit at the forefront of any decisions and activities undertaken
- To set the strategic goals and direction of the charity in order to further or support its charitable objectives
- To comply with statutory accounting and reporting requirements
- To declare any potential Conflicts of Interest
- To abide by a Code of Conduct; giving enough time, thought and energy to the role and related training activities
- To make decisions and act in the best interest of the charity and public, ensuring assets and resources are used responsibly to support and perform the charity's purposes
- To ensure compliance with governance and legal requirements
- To act with reasonable care and skill

Keeping public benefit at the heart of all of our decisions



Our Strategic Activities

To support the achievement of our four strategic outcomes and our charitable objects we undertake a variety of activities each year.

Over the next few pages, we provide details of some of the main activities we have undertaken during the period of 1st April 2022 to 31st March 2023.





Registration of professionals who are qualified and competent in nutrition

Our Register continues to benefit the public, employers and colleagues, through the easy identification on the online, searchable register of nutrition professionals who have demonstrated they meet and uphold the high standards of UKVRN registration.

The last two years we had experienced high application and transfer rates, with applicants reporting having had increased time and opportunities to put portfolio applications together during furlough and increased remote working. Applications for transfer and portfolio applications have remained elevated, but are returning to being closer to pre-pandemic levels (589 applications received in 2019/20).

The cost of living has been reported by registrants to have sadly resulted in a number of organisations across the UK and a range of sectors, significantly reducing their investment in nutrition and employment of nutrition services. This has resulted in a significant (96%) increase in the number of registrants taking voluntary suspension whilst they have a career break. We have also observed an increase in those resigning their registration as they have made the decision to leave nutrition practice and take up employment within non-nutrition professions.

4163
Registrants
(on 31 Mar 2023)

224
Voluntarily Suspended
(e.g. on parental leave, ill health, return to study)

722
applications received

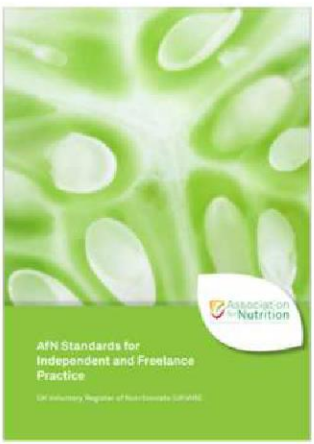


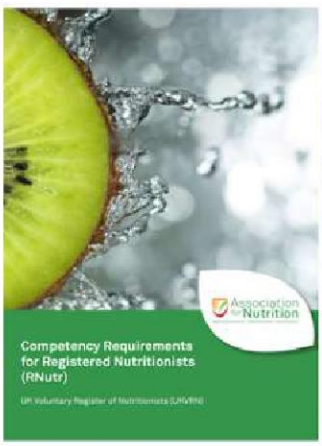
Ensuring our competencies and standards reflect changes in the wider environment

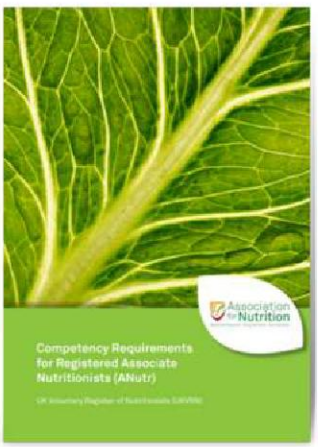
Conducting periodic reviews enables us to ensure our competencies and standards reflect developments in the nutrition and health sectors, employment trends, and overall wider environment. This allows us to ensure the our register, registrants and quality assurance processes continue to protect and benefit the public and employers.

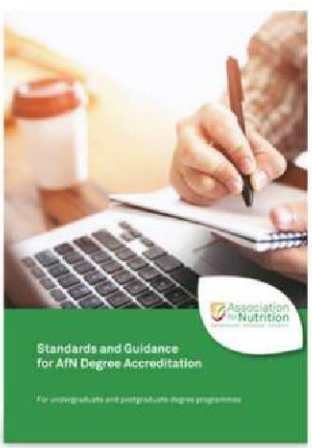
During the period of this report, we have concluded a number of large reviews and produced updated registration competencies and degree accreditation standards, along with new standards for freelance and independent practice. These were all produced through collaborative processes, which have included online questionnaires, focus groups, working groups, committee reviews and public consultations.

We are grateful for all of the input provided during the reviews of these documents. There will be a graduated timeframe for the implementation of these changes, which reflects the time needed by sectors such as universities, to make any relevant changes, and the training of assessors. Specific support and guidance activities will be undertaken over the next two periods, to support the implementation of the revised competencies and standards.









In effect from:

1st July 2023 1st April 2024 1st April 2025



Quality assurance of nutrition education

Our Accreditation Assessors and Committee have continued to support the provision of high quality nutrition degrees, which enable graduates to achieve all of the competencies required for registration as Registered Associate Nutritionists (ANutrs), through the accreditation of nutrition science degree programmes.

14 applications for re-accreditation and 4 applications for initial accreditation were presented to the Accreditation Committee during the period of this report, resulting in 91 accredited degree programmes.



Split of accredited degree programmes by level

Continuing Professional Development (CPD) is essential for all professionals, and it is a career-long commitment made by all UKVRN registrants. CPD can take many forms, such as attending courses, workshops, conferences, webinars, journal clubs, reading articles, viewing programmes and undertaking voluntary activities.

To aid registrants in identifying suitable, organised, activities that can aid the maintenance or development of their knowledge and skills, training providers can submit their activities for quality assurance through the AfN CPD Endorsement Scheme.

During the period of this report, 71 new activities were successfully awarded CPD Endorsement. Over 65% of these activities were offered by the training provider free of charge, removing a potential barrier to undertaking a minimum of 30-hours of CPD each year.



Fitness to Practice

During the period of this report, concerns were raised regarding seven individuals.

Two complaints were in respect to the practice of individuals who are not UKVRN registrants, therefore these cases could not be investigated and advice was provided to the complainants of on alternative pathways for raising their concerns.

The remaining five cases were confirmed to be in respect to UKVRN Registrants and referred to aspects that were within the remit of AfN to investigate.

Three cases referred to social media posts that had not clearly identified at the outset of the post the commercial link between the individual and the business. The individuals immediately removed non-compliant posts and provided reflections confirming this would not occur in the future. These cases were closed through the provision of guidance and CPD recommendations.

The investigation into one case concluded the evidence demonstrated confirmation from the client that no breach of standards had occurred, but that there had been significant miscommunications between the registrant and a related third party. This was referred to the Registrar and was closed through the provision of CPD and communications guidance.

In the remaining case, the evidence reviewed showed that the individual had undertaken activities outside of their scope of practice and their practice had fallen below the standards expected of a UKVRN registrant. The Registrar agreed that it was in the public interest to remove the individual from the UKVRN and agreed to the removal from the register via a voluntary removal agreement, with no return to the register possible for a minimum period of five years.



Our Future Plans

Our trustees have agreed the following activity areas as priorities to support the achievement of the AfN Strategic Plan 2020-2025:



Provide support, guidance and assessor training in respect to the implementation of the revised competencies for registration of nutrition professionals as Registered Nutritionists (RNutrs) coming into effect 1st April 2024 and 1st April 2025 for Registered Associate Nutritionists (ANutrs), and the revised standards for AfN Degree Accreditation.



Supporting Registrants to be safe, effective and ethical practitioners through the development of a series of professional development and practice guides. This includes the production of an ANutr Development Framework to provide early career stage nutritionists with tools that can help them to navigate their early years and aid professional development.



Supporting Registrants to raise public awareness and understanding of nutrition science through platforms such as social media, public engagement events and the nutrition resource hub. Providing guidance on how to navigate the complexities of different communication platforms, remaining within scope and managing potential conflicts.



Financial Reports and Policies

Over the next few pages, we provide copies of our financial reports for the period of 1st April 2022 to 31st March 2023, plus our financial policies in respect to reserves and investments, which were reviewed and agreed by the Board of Trustees on 29th June 2023.





Finance Review

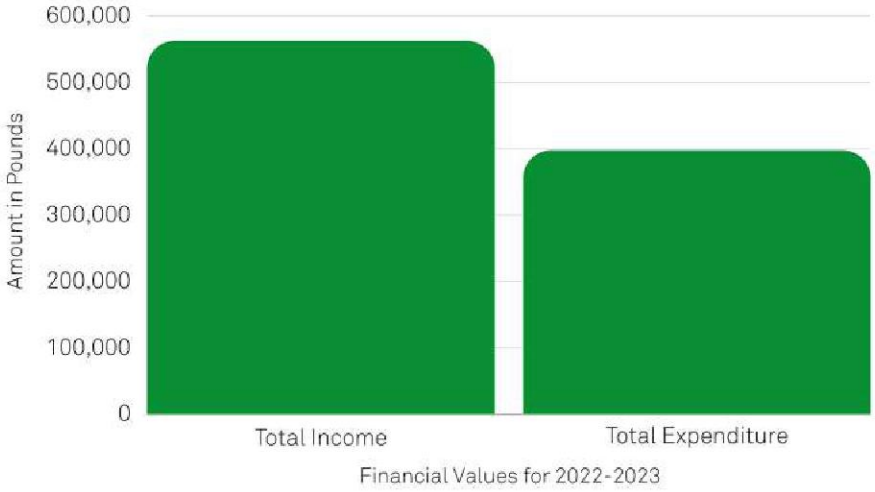
- The financial performance of the Association remained strong during 2022 - 23 with an 11% increase in overall income, which was £43K over budget. Registration income grew by £70K during the period.

- Expenditure increased in 2022 – 23 compared to the previous year predominantly due to staff, who had been recruited in late 2021 to deliver planned development projects, being remunerated for a full year's employment. However, overall expenditure during the financial year was £159K lower than had been budgeted for.

- Deferred income (registration fees paid in October of which 50% relate to the current financial year, whilst the residual 50% relate to the subsequent financial year) amounted to £180K – a slight decrease on the previous year (£196K)

- Cash inflow during 2022 – 23 totaled £166K compared to £209K in the previous year. At the year end, the Association's cash balances, including cash held in deposit accounts, amounted to £740K

- Due to successive increases in the Bank of England Base Rate, the Association's income from its interest bearing deposit accounts during the financial year increased to £4K (2021 – 22: £228)





Reserves Policy

AfN holds Reserves in order to ensure that it is able to continue to deliver its services to registrants and benefit to the public in the event of something unexpected happening leading to a temporary reduction in income. Holding Reserves also supports the management of risk which the Association may face and to ensure that potential liabilities can be discharged.

The Association's Trustees hereby confirm that:

1. The AfN Reserves Policy has been based on the Trustees' knowledge of the risks, obligations and opportunities that the organisation does or could face.
2. Trustees have regularly reviewed risks and have taken appropriate mitigating action. As a result, they have a thorough understanding of the risks which may impact the Association.
3. Trustees are satisfied that the financial information with which they have been furnished has fully informed their understanding of the financial position of the organisation.
4. Trustees are confident that the level of Reserves that has been determined is rational, adequate and appropriate for the Association
5. The level of Reserves has been determined in order to provide the capacity to resolve an adverse situation before it occurs. It takes into account the current risks to the organisation and the potential impact of unforeseen events.
6. Requisite consideration has been given to the impact of both over-reserving as well as the danger of under-reserving
7. The Reserves Policy has been quantified to meet the working capital needs of the Association
8. Reserves will not be utilised to fund the acquisition of fixed assets
9. The Association is totally committed to providing public benefit and the Reserves Policy embodies the sustainability of that pre-eminent objective.
10. The Reserves Policy will be regularly monitored and evaluated in order to ensure that it remains appropriate and effective.

Reviewed and approved by Council 29th June 2023



Investment Policy

- Funds not currently required for operational purposes in the short or medium-term are held in bank deposit accounts with either a mainstream provider (i.e., one of the UK national banks) or, if of financial benefit (lower risk or higher returns), with a mainstream UK based provider of deposit accounts, bonds or Common Investment Funds.
- Approval to open a new account with a mainstream UK-based provider of deposit accounts, short-term corporate bonds, UK Government Securities or common investment funds requires the agreement of Finance Committee
- Surplus funds will be held with our main bankers to provide security despite interest rate rises not being passed on by those providers; unless it can be demonstrated that a mainstream UK-based provider of deposit accounts, short-term bonds or medium term collective investments can offer either lower risk or higher returns, in which case surplus funds will be placed with such a provider
- Cash balances will be reviewed on a quarterly basis by the AfN Finance Manager in consultation with the Chief Executive and reported in a note accompanying the quarterly management accounts.
- The Finance Manager will subsequently make recommendations to the Chief Executive regarding the movement of funds within existing accounts and new investments as appropriate and necessary
- A full review will be prepared annually and considered by both Finance Committee and Council, including consideration of alternative providers and forms of investment.
- The Reserves Policy will be regularly monitored and evaluated in order to ensure that it remains appropriate and effective.

Reviewed and approved by Council 29th June 2023



Bankers

NatWest Bank

Charing Cross: London Branch, PO Box 113,
Cavell House, 2a Charing Cross Road, London, WC2H 0PD

Metro Bank

One Southampton Row, London, WC1B 5HA

Unity Trust Bank

PO Box 7193, Planetary Road, Willenhall, WV1 9DG

Report Approval

- The Trustees of the Association for Nutrition confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

- The Trustees' Annual Report was approved by the Council of Trustees on 20th November 2023.

A. Tedstone

Dr Alison Tedstone MBE RNutr FFAfN
President and Chair of Council



Independent Examiners Report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2023.

Responsibilities and Basis of Report

As the charity's trustees of the Company (and also its directors 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 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.

Independent Examiner's Statement

Since the Company's 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 a member of Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.



I have completed my examination.

I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- The accounts do not accord with those records
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
- 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.

Annie Josselyn, FMAAT AATQB
Maurice J. Bushell & Co. Ltd, Units 4 & 5 Brightwell Barns,
Waldringfield Road, Brightwell, Ipswich, Suffolk, IP10 0BJ

20th November 2023



Statement of Financial Activities for the Year Ended 31 March 2023

(including income and expenditure account)

	NOTES	UNRESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	2023 TOTAL (£)	2022 TOTAL (£)
INCOME					
• Charitable activities	2	558,416	-	**558,416**	502,130
• Investments	3	4,149	-	**4,149**	228
TOTAL INCOME		562,565	-	**562,565**	502,358
EXPENDITURE					
• Charitable activities	4	397,234	-	**397,234**	352,818
TOTAL EXPENDITURE		397,234	-	**397,234**	352,818
NET INCOME		165,331	-	**165,331**	149,540
Total funds brough forward		386,528	-	386,528	236,988
		551,859	**-**	**551,859**	**386,528**



Balance Sheet as at 31 March 2023

	NOTES	2023 (£)	2022 (£)
TANGIBLE FIXED ASSETS			
• Fixed assets	5	**6,567**	4,417
		6,567	4,417
CURRENT ASSETS			
• Stock		**0**	0
• Debtors	6	**24,803**	28,868
• Cash at bank and in hand		**740,771**	574,672
		765,574	603,540
CURRENT LIABILITIES			
• Falling due within one year	7	**(220,282)**	(221,429)
NET CURRENT ASSETS		**545,292**	382,111
NET ASSETS		**551,859**	386,528
Financed by:			
• Restricted funds			
• Unrestricted funds	8	**551,859**	386,528
TOTAL FUNDS	9	**551,859**	386,528

The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as At the end of each financial year and of its surplus or deficit in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006.relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard FRS102.For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with s.476 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 20th November 2023.

Signed on behalf of the Trustees:

Prof J Murphy (Honorary Treasurer)



Cash Flow Statement for Year Ended 31 March 2023

CASH FLOWS FROM OPERATING ACTIVITIES	2023 (£)	2022 (£)
	165,331	149,540
ADJUSTED FOR:		
• Depreciation	2,345	2,965
• Decrease (increase) in receivables	4,065	3,874
• Increase (decrease) in payables	(1,147)	56,819
• Purchase of fixed assets	(4,495)	(3,905)
NET CASH FROM ACTIVITIES	**166,099**	**209,293**
INCREASE (DECREASE) IN CASH BALANCES		
• Cash at start of year	574,672	365,379
• Cash at end of year	740,711	574,672
CASH INFLOW	**166,099**	**209,293**



Notes forming part of the financial statements

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows.

Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP2015), issued by the Charity Commission, and the Financial Reporting Standard FRS102.
Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.
Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT.
Future liabilities are included at the best estimate of the amount required to settle them.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.
Tangible fixed assets costing over £500 (including any incidental expenses of acquisition) are capitalised.
Depreciation is provided at rates calculated to write off the cost on a straight-line basis over their expected useful economic life. The rates of depreciation applied to each class of asset are:

- IT & Office equipment - 33% straight line

Pensions

The charity makes contributions for eligible employees, to a defined contribution pension scheme, which are included in the accounts when they become payable.

Fund

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criterion is drawn from the fund.
Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.



2 Income from charitable activities	Unrestricted Funds (£)	Restricted funds (£)	2023 TOTAL (£)	2022 TOTAL (£)
• Registration fees	420,894	-	**420,894**	350,820
• Accreditation and CPD fees	136,015	-	**136,015**	150,860
• Certification fees	1,150	-	**1,150**	350
• Events and other income	357	-	**357**	100
	558,416	-	**558,416**	502,130
• Research Projects	-	-	**-**	-
	558,416	**-**	**558,416**	**502,130**

There was no restricted income received in the financial years 2023 or 2022

3 Income from Investments	Unrestricted Funds (£)	Restricted funds (£)	2023 TOTAL (£)	2022 TOTAL (£)
• Bank interest receivables	4,149	-	**4,149**	228

4 Expenditure from charitable activities (including support costs)	Unrestricted Funds (£)	Restricted funds (£)	2023 TOTAL (£)	2022 TOTAL (£)
• Staff Costs	299,090	-	**299,090**	271,680
• Rent	34,317	-	**34,317**	31,494
• Meetings, conferences and events	12	-	**12**	281
• Fitness to Practice work	4,058	-	**4,058**	1,193
• Assessor fees and training	9,340	-	**9,340**	9,140
• Marketing and publicity	1,844	-	**1,844**	341
• Projects and IT	13,440	-	**13,440**	12,547
• AGM, Council meetings and trustee training	1,483	-	**1,483**	333
• Office overheads	24,135	-	**24,135**	19,345
• Professional fees	2,755	-	**2,755**	2,775
• Depreciation	2,345	-	**2,345**	2,965
• Sundry (write offs)	3,665	-	**3,665**	(26)
• Independent examination	750	-	**750**	750
	397,234	**-**	**397,234**	**352,818**



5 FIXED ASSETS

	IT & Office Equipment (£)	TOTAL (£)
Cost		
• As at 1 April 2022	55,606	55,606
• Additions	4,495	4,495
• Total cost at 31 March 2023	60,101	60,101
Depreciation		
• At 1 April 2022	51,189	51,189
• Charge for the year	2,345	2,345
• At 31 March 2023	53,534	53,534
Net book value as at 31 March 2023	**6,567**	**6,567**
Net book value as at 31 March 2022	4,417	4,417

6 Debtors

	2023 (£)	2022 (£)
• Trade debtors	**9,305**	10,715
• Other debtors	**5,460**	5,460
• Staff travel loans	**0**	0
• Prepayments	**10,038**	12,693
	24,803	28,868

7 Creditors: amounts falling due within one year

	2023 (£)	2022 (£)
• Trade creditors	**0**	0
• Other creditors	**0**	0
• Tax and social security	**5,635**	5,688
• Accruals and deferred income	**214,647**	215,741
	220,282	221,429

Deferred income represents £180,413 (2022: £196,945) of registration fees received in advance of the period to which they relate (the October renewal cycle). All deferred income as at 31 March 2022 has been released.



8 Unrestricted funds	At 1 April 2022 (£)	Income (£)	Expenditure (£)	At 31 March 2023 (£)
• General Funds	**386,528**	562,565	(397,234)	**551,859**

9 Analysis of net assets by fund	Restricted funds (£)	General funds (£)	Total (£)
• Tangible assets	-	6,567	**6,567**
• Stock	-	-	**-**
• Debtors	-	24,803	**24,803**
• Cash at bank and in hand	-	740,771	**740,771**
• Current liabilities	-	(220,282)	**(220,282)**
Total	**-**	551,859	**551,859**

10 Staff numbers and renumeration	2023	2022
The average number of predominantly part-time staff employed by the charity during the year, including 1 x FTE, was:	**9**	9
• Wages and salaries	**242,970**	221,585
• Social security costs	**18,477**	17,093
• Employer pension contributions	**21,029**	19,985
Total	**397,234**	352,818

One employee received emoluments of more than £60,000p.a.

11 Trustees' renumeration
No trustees received renumeration for any services provided.
13 trustees (2022:16) received a total of £452 (2022:£312) in respect to travel expenses.

12 Related transactions
The trustees pay their registration fees at the normal rates.
There were no other related party transactions.

13 Volunteer time
Contribution of our many volunteers is set out in the Trustees' Annual Report. In accordance with FRS102 the economic contribution made by volunteers cannot be recognised in these financial statements.



Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

www.associationfornutrition.org

Registered Charity No. 1136624

Registered Company No. 6488331

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ASSOCIATION FOR NUTRITION

England & Wales - Charity number 1136624

Accounts



AfN Trustees' Annual Report and Financial Statements

2021-2022

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

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Welcome

Our Report

The Trustees of the Association, who are the company directors for the purposes of company law, present to you their report and financial statements for the year ended 31st March 2022.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the SORP charity reporting requirements (2015).

The Trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

The 2021-2022 Trustees' Annual Report was approved by the Council of the Trustees on the 17th November 2022.

Administrative Details

Registered Address

3rd Floor Alliance House,
29-30 High Holborn,
London, WC1V 6AZ

Registered Charity

1136624

Company Number

6488331

Association for Nutrition

A not-for-profit organisation, registered as a charity and a company limited by guarantee

President's Foreword

It is a pleasure to present our annual report to you on behalf of our Council.

Having become President in January 2021, I would like to thank my predecessor Dr Margaret Ashwell OBE for her six years of service to AfN, and for leading Council during the development of the strategic plan which we are now working to deliver.

In this report you can read more about the work we are doing to protect the public both through regulation and through supporting our registrants to be effective competent practitioners.

AfN is a small organisation which is able to deliver its responsibilities through the efforts of its volunteers, supported by a small staff team. I would like to thank all of those who have contributed to AfN's successes over the year, and who continue to make AfN a vibrant and thriving organisation.

Dr Alison Tedstone MBE RNutr FAfN

Chief Executive's Foreword

AfN has continued to grow and thrive during the 2021-22 year. Our register has continued to grow, and our accredited degree programmes continued to provide high quality nutrition education and training, despite the many delivery hurdles universities faced during the pandemic. We have also addressed the challenges of nutrition training for the wider workforce through revisions to our certification scheme and by working with partner organisations to launch a nutrition curriculum for our future medical doctors.

Regulated practitioners stand out from others thanks to their commitment to safe, effective and ethical practice, and we were pleased to launch our revised Standards of Ethics, Conduct and Performance in January. We have also supported registrants to maintain their competence, through CPD and networking opportunities provided by our regional representatives and a wide variety of endorsed CPD activities.

I would like to thank all of our volunteers, reps, committee members and registrants for the contribution they make to AfN and the nutrition profession. It is a pleasure and an honour to work with you.

Helen Clark

Our work for public benefit

The Association for Nutrition (AfN) is a charitable company limited by guarantee, having no share capital. Members of Council are the members, trustees and directors of the association and have a liability not exceeding £1 each.

The charitable company is governed by its Articles of Association and subsidiary Rules.

The association holds an Annual General Meeting (AGM), with annual Council elections for terms of office of three years.

The Council met three times in the year to 31st March 2022.

Council is advised by standing committees and ad hoc working groups and task and finish groups.

All trustees give their time freely and no trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and, in accordance with AfN policy, withdraw from decisions when a conflict of interest arises.

Our Vision

Everyone is empowered to improve health and wellbeing through nutrition grounded in science

Our Values

We are a transparent, approachable and fair regulator, acting with integrity to protect the public

The Association for Nutrition (AfN) defines and advances standards of evidence-based practice across the field of nutrition and at all levels within the workforce. Our Strategic Plan 2020-2025 details the four strategic outcomes we believe are central to the realisation of our vision.

1. Everyone recognises the value of the nutrition profession and the essential role of AfN and its register

2. We have high standards for education, training and practice, developed through stakeholder engagement

3. AfN competencies are recognised as the standard for the regulation of nutritionists in the UK and beyond

4. Our registrants are supported to be effective through clear guidance, a CPD framework and robust regulation

In addition to our four strategic objectives, as a registered charity we also have three charitable objects that are the foundation of all our activities.

1. To promote the health of the public by the promotion and maintenance of high standards of practice among, and the regulation of, nutritionists

2. To advance the study and practice of nutritional science and medicine

3. To advance the education of the public and to promote research for the public interest in the field of nutrition, health and allied subjects

Recognising our volunteers

The contribution our volunteers make to the achievement of our charitable objectives is enormously valued and is central to both our work and achievements.

Our volunteers provide us with their support and expertise. Our volunteers are made up of both Registrants and non-registrants, all of whom freely give their time and effort to help us achieve our vision and deliver our ambitious programme of work.

We are delighted to have had over 100 dedicated volunteers supporting the office team. These include:

Trustees and Council Officers

Office held during 2021-2022 FY or on 17th November 2022

- Prof F Amirabdollahian RNutr
- Dr M Ashwell OBE RNutr FAfN (Chair until 31 Dec 2021)
- Ms M Brown RNutr
- Prof J Cade RNutr FFAfN (Hon. Secretary)
- Prof A Dangour RNutr (Hon. Treasurer until 31 Dec 2021)
- Mr A Flanagan ANutr
- Ms J Frew
- Dr J Garry RNutr
- Dr P Grabowski RNutr
- Prof O Kennedy RNutr
- Dr V Lund
- Ms A Madukah RNutr
- Prof G McNeill RNutr FAfN
- Prof J Murphy RNutr (Hon. Treasurer from 1 Jan 2022)
- Ms B Saunders OBE
- Ms L Street RNutr
- Dr A Tedstone OBE RNutr FFAfN (Chair from 1 Jan 2022)
- Dr F Tsofliou RNutr

18

Volunteers

Committees, Working Groups and Task & Finish Groups

- Accreditation (degrees)
- Business Planning and Governance
- Certification (wider workforce trainings)
- Fellows' Nomination
- Finance
- Medical (Nutrition) Education
- Registration

77
Volunteers

Regional and National Representatives

- London & South East
- South West
- Wales
- Ireland
- Scotland
- North West
- East Midlands
- West Midlands
- Yorkshire & The Humber
- East of England

25
Volunteers

Assessors

- Degree Accreditation
- Course Certification
- CPD Endorsement
- Medical (Nutrition) Education Resources
- Nutrition Resource Hub Resources
- Fellows' Nominations
- UKVRN Registration
- CPD Reviews

75
Volunteers

Governance and reponsibilities

The Articles of Association and subsidiary rules detail the appointment procedures for Trustees, Officers and Committee Chairs. Our Trustees are provided with induction packs and access to charity trustee training.

Our Trustees are collectively responsible for setting the AfN's vision and strategic objectives, ensuring these are in line with our charitable objects.

The Executive (staff) are subsequently charged by the Trustees to manage and deliver the agreed activities which support and further the achievement of these aims and objectives.

Trustee Responsibilities

- To put public benefit at the forefront of any decisions and activities undertaken
- To set the strategic goals and direction of the charity in order to further or support its charitable objectives
- To comply with statutory accounting and reporting requirements
- To declare any potential Conflicts of Interest
- To abide by a Code of Conduct; giving enough time, thought and energy to the role and related training activities
- To make decisions and act in the best interest of the charity and public, ensuring assets and resources are used responsibly to support and perform the charity's purposes
- To ensure compliance with governance and legal requirements
- To act with reasonable care and skill



Keeping public benefit at the heart of all of our decisions

Our strategic activities

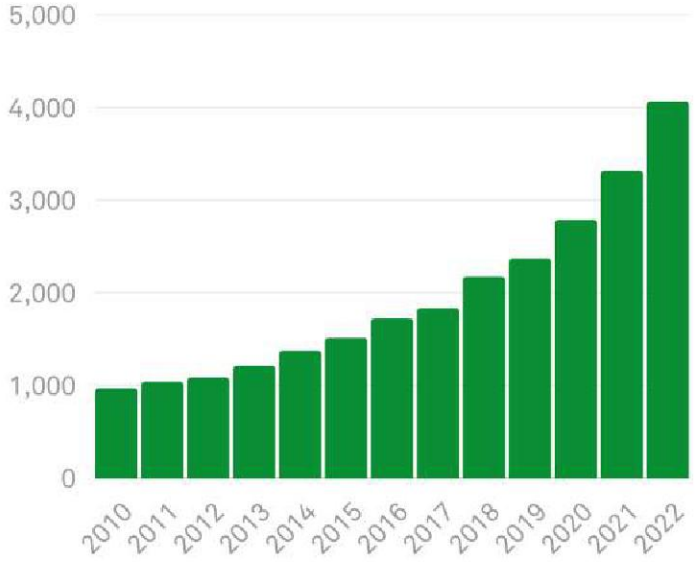
To support the achievement of our four strategic outcomes we undertake a variety of activities each year.

During the period of 1st April 2021 to 31st March 2022, our activities have included:

Registration of professionals who are qualified and competent in nutrition

Throughout the continuing and challenging times of the COVID-19 pandemic, we have continued to maintain an accurate and trustworthy register of individuals who have demonstrated they meet and uphold the high standards of UKVRN registration.

Our Register continues to provide benefit to the public, employers and colleagues, through the easy identification of these professionals on the online, searchable register. We are pleased to report that the register continues to grow, with increasing numbers committing to evidence-based, ethical practice.



894
new applications received

4059
active registrants
(on 31 March 2022)

114
voluntary suspended
(for factors such as maternity or ill health)

Standards of ethics, conduct and performance

Following review and consultation with registrants, stakeholders and the public, revised Standards of Ethics, Conduct and Performance were published and came into effect on 1st January 2022.

These standards are designed to ensure our registrants practise safely, effectively, appropriately and in the best interest of the public. They apply to all Registrants, regardless of their field of activity, contract of employment or membership/ registration with any other professional organisation. Registrants uphold these standards to demonstrate their commitment to professionalism and to provide public trust and confidence in nutrition science and nutrition professionals.

Quality assurance of nutrition education

The Accreditation Committee has continued its work to accredit and re-accredit degree programmes throughout the year, with 16 applications for accreditation or re-accreditation presented to the committee during the year.

We are pleased that the number of accredited programmes has remained steady, providing a good supply of nutrition degrees which meet our standards. In order to support this activity we have provided assessor training, and we have engaged with accredited programmes through correspondence, programme leader forums and annual monitoring.



Undergraduate Postgraduate

Split of accredited degree programmes by level

The review of the Course Certification scheme for the delivery of nutrition training below degree level was completed. A revised scheme is being piloted, with scheme first opened to trainings for the fitness and leisure sector.

To aid the public protection that course certification provides, AfN is working with the Chartered Institute for the Management of Sports and Physical Activity (CIMSPA). This partnership pilot will work to set out a clear understanding of a professional's scope of practice in relation to nutrition advice; influence and support the review of professional standards; review and enhance the approval of nutrition education products.



Nutrition education for medical practitioners

The NHS Long Term Plan reported the need for better nutrition training for healthcare professionals, and committed to ensuring that nutrition will have a greater place in their education and training.

In October, we published the AfN Curriculum in Nutrition for Medical Doctors, which was developed with the support of an interprofessional group made up of representatives from across medical schools, government, NHS, medical royal colleges, nutrition and dietetic professionals, medical students, doctors and training providers.



Fitness to Practice

During the period of 1st April 2021 to 31st March 2022, four concerns, complaints or self-declarations were made regarding registrants fitness to practice.

One case was dismissed as no evidence could be provided to support the claim and two progressed for the investigation stage prior to the end of the period covered in this report.

One individual was suspended from the Register for a period of 12-months, upholding and matching the sanction applied by another regulatory body.

Our future plans

Our trustees reviewed the AfN Strategic Plan 2020-2025 in November 2022 and agreed activities in the following areas as a priority:

- Implementation of the revised competencies for registration of nutrition professionals as Registered Associate Nutritionists (ANutrs) and Registered Nutritionists (RNutrs)

- Supporting Registrants to be safe , effective and ethical practitioners through the development of a series of registration, professional development and practice guides

- Supporting Registrants to raise public awareness and understanding of nutrition science through platforms such as social media

- Implementation of revised standards and processes for the accreditation of nutrition science degrees in the UK and internationally

Financial reports and policies

Finance review

- For the first year since its foundation, the Association's income in the past financial year exceeded £500K. Whilst Registration income during 2021 – 22 was similar to the previous year, Accreditation income increased by 18% during the same period

- Costs were closely controlled during the financial year with expenditure 4% less than in 2020 – 21

- The positive cash inflow for the financial year 2021 – 22 was £209K compared to £153K in the previous year. As at 31 March 2022, the Association's cash balances totaled £575K which will be deployed to fund future activities to benefit Registrants

- Deferred Income (Registration fees paid in October of which 50% relate to the current financial and 50% relate to the subsequent financial year) amounted to £196K in 2021 – 22 compared to £153K in the previous year



Reserves policy

The Association's Trustees hereby confirm that:

- The Association is wholly committed to providing public benefit and the Reserves Policy embodies the sustainability of that pre-eminent objective
- The Reserves policy has been designed to provide, where possible, the requisite funding to add value to the services that AfN provides to stakeholders
- The AfN Reserves Policy has been based on the Trustees' knowledge of the obligations and opportunities that the organisation does or could face
- The Trustees have regularly reviewed risks and have taken appropriate mitigating action. As a result, they have a good and thorough understanding of the risks which may impact the Association
- The Reserves policy has been quantified to meet the working capital needs of the Association
- The level of Reserves has been determined in order to provide the capacity to resolve an adverse situation before it occurs. It takes into account the current risks to the organisation and the potential impact of the coronavirus pandemic in the short and medium term
- The Trustees are satisfied that the financial information with which they have been furnished has informed their understanding of the financial position of the organisation
- The Trustees are confident that the level of Reserves that has been determined is rational, adequate and appropriate for the Association
- Reserves will not be utilised to fund the acquisition of fixed assets
- Requisite consideration has been given to the danger of both over-reserving as well as the potential peril of under-reserving
- The Reserves policy will be regularly monitored and evaluated in order to ensure that it remains appropriate and effective

Investment policy

Reviewed and approved by Council 5th July 2022

- Funds not currently required for operational purposes in the short or medium-term are held in bank deposit accounts with either a mainstream provider (i.e., one of the UK national banks) or, if of financial benefit (lower risk or higher returns), a mainstream UK based provider of deposit accounts.

- Approval to open a new account with a mainstream UK-based provider of deposit accounts, short-term corporate bonds or UK Government Securities requires agreement of the Finance Committee

- Surplus funds will be held with our main bankers while interest rates remain low – on the basis that market forces mean there is little difference in the rates between the main providers and the administrative cost of setting up a new account is significant; unless it can be demonstrated that a mainstream UK-based provider of deposit accounts or short-term bonds can offer either lower risk or higher returns, in which case place surplus funds will be placed with such a provider

- Cash balances will be reviewed on a quarterly basis by the AfN Finance Manager in consultation with the Chief Executive and reported in a note accompanying the quarterly management accounts.

- The Finance Manager will subsequently make recommendations to the Chief Executive regarding the movement of funds within existing accounts as appropriate and necessary

- A full review will be prepared annually and considered by both Finance Committee and Council, including consideration of alternative providers and forms of investment.

Bankers

- NatWest Bank
  Charing Cross: London Branch, PO Box 113,
  Cavell House, 2a Charing Cross Road, London, WC2H 0PD

- Metro Bank
  One Southampton Row, London, WC1B 5HA

- Unity Trust Bank
  PO Box 7193, Planetary Road, Willenhall, WV1 9DG

Report approval

- The Trustees of the Association for Nutrition confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

- The Trustees' Annual Report was approved by the Council of Trustees on 17th November 2022.



Dr Alison Tedstone MBE RNutr FFAfN

President and Chair of Council

Date: 17th November 2022

Effective management of resources in order to support activities benefitting the public

Independent examiners report to the AfN Trustees

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2022.

Responsibilities and Basis of Report

As the charity's trustees of the Company (and also its directors 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 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.

Independent Examiner's Statement

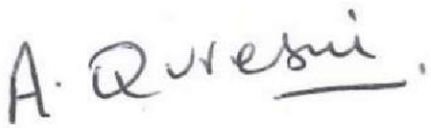
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination.

I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- The accounts do not accord with those records
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
- 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.



Adil Qureshi - ACCA

Maurice J. Bushell & Co. Ltd,
Units 4 & 5 Brightwell Barns, Waldringfield Road,
Brightwell, Ipswich, Suffolk, IP10 0BJ

Date: 17th November 2022

Statement of financial activities for the year ended 31 March 2022

(including income and expenditure account)

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
INCOME:					
Charitable activities	2	502,130	-	**502,130**	484,013
Investments	3	228	-	**228**	248
TOTAL INCOME		502,358	-	**502,358**	484,261
EXPENDITURE:					
Charitable activities	4	352,818	-	**352,818**	367,484
TOTAL EXPENDITURE		352,818	-	**352,818**	367,484
NET INCOME		149,540	-	**149,540**	116,797
Total funds brought forward		236,988	-	**236,988**	120,191
		386,528	-	**386,528**	236,988

Balance sheet as at 31 March 2022

	Notes	2022	2021
		£	£
TANGIBLE FIXED ASSETS			
Fixed assets	5	**4,417**	3,477
		4,417	3,477
CURRENT ASSETS			
Stock		**0**	0
Debtors	6	**28,868**	32,742
Cash at bank and in hand		**574,672**	365,379
		603,540	398,121
CURRENT LIABILITIES			
Falling due within one year	7	**(221,429)**	(164,610)
NET CURRENT ASSETS		**382,111**	233,511
NET ASSETS		**386,528**	236,988
Financed by:			
Restricted funds			
Unrestricted funds	8	**386,528**	236,988
TOTAL FUNDS	9	**386,528**	236,988

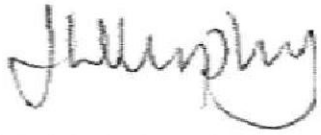
The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as At the end of each financial year and of its surplus or deficit in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006.relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard FRS102.For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with s.476 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 17th November 2022



Prof J Murphy RNutr, RD
Honorary Treasurer
on behalf of the trustees

Cash Flow Statement For Year Ended 31 March 2022

	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES		
	149,540	116,797
Adjusted for:		
Depreciation of fixed assets	2,965	3,825
Decrease (increase) in receivables	3,874	(9,817)
Increase (decrease) in payables	56,819	44,959
Purchase of fixed assets	(3,905)	(3,130)
NET CASH FROM ACTIVITIES	**209,293**	**152,634**
NET INCREASE IN CASH BALANCES		
Cash at start of year	365,379	212,745
Cash at end of year	574,672	365,379
NET CASH INFLOW	**209,293**	**152,634**

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

Basis of preparation
The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2015), issued by
the Charity Commission, and Financial Reporting Standard FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income
Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.

Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Expenditure
Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT.

Future liabilities are included at the best estimated of the amount required to settle them.

Tangible fixed assets and depreciation
Fixed assets are stated at cost less accumulated depreciation.
Tangible fixed assets costing over £500 (including any incidental expenses of acquisition) are capitalised. Depreciation is provided at rates calculated to write off the cost on a straight-line basis over their expected useful economic life. The rates of depreciation applied to each class of asset are:

- IT & Office equipment – 33% Straight Line

Pensions
The charity makes contributions for eligible employees, to a defined contribution pension scheme, which are included in the accounts when they become payable.

Fund
Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criterion is drawn from the fund. Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

Notes forming part of the financial statements

2 Income from Charitable activities

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Registration Fees	350,820	-	**350,820**	356,031
Accreditation and CPD Fees	150,860	-	**150,860**	127,502
Certification	350	-	**350**	245
Events and other Income	100	-	**100**	235
	502,130	-	**502,130**	484,013
Research projects	-	-	**-**	-
	502,130	**-**	**502,130**	**484,013**

There was no restricted income received in the financial years 2022 or 2021.

3 Income from Investments

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Bank interest receivable	228	-	**228**	248

4 Expenditure on Charitable activities (including support costs)

	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Staff Costs	271,680	-	**271,680**	242,784
Rent	31,494	-	**31,494**	25,201
Meetings, Conferences and Events	281	-	**281**	254
Fitness to Practice work	1,193	-	**1,193**	-
Assessor fees and training	9,140	-	**9,140**	6,380
Marketing and Publicity	341	-	**341**	275
Project and IT	12,547	-	**12,547**	51,744
AGM, Council meetings and trustee training	333	-	**333**	1,139
Office overheads	19,345	-	**19,345**	25,156
Professional fees	2,775	-	**2,775**	9,232
Depreciation	2,965	-	**2,965**	3,825
Bad debt write off	0	-	**0**	689
Sundry	-26	-	**-26**	35
Independent Examination	750	-	**750**	750
	352,818	**-**	**352,818**	**367,464**

5 FIXED ASSETS

	IT & Office Equipment £	Total £
Cost		
As at 1 April 2021	51,701	51,701
Additions	3,905	3,905
Total cost at 31 March 2022	55,606	55,606
Depreciation		
At 1 April 2021	48,224	48,224
Charge for the year	2,965	2,965
At 31 March 2022	51,189	51,189
Net book value as at 31 March 2022	**4,417**	**4,417**
Net book value as at 31 March 2021	3,477	3,477

6 Debtors

	2022 £	2021 £
Trade Debtors	**10,715**	15,127
Other Debtors	**5,460**	5,460
Staff travel loans	**0**	0
Prepayments	**12,693**	12,155
	28,868	32,742

7 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	**0**	0
Other creditors	**0**	906
Tax and social security	**5,688**	5,347
Accruals and deferred income	**215,741**	158,357
	221,429	164,610

Deferred income represents £196,945 (2021: £152,562) of registration fees received in advance of the period to which they relate. All deferred income as at 31 March 2022 was released at the beginning of financial year 2022 - 2023.

8 Unrestricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General Funds	**236,988**	502,358	(352,818)	**386,528**

9 Analysis of net assets by fund

	Restricted Funds	General Funds	Total
	£	£	£
Tangible assets	-	4,417	**4,417**
Stock	-	-	**-**
Debtors	-	28,868	**28,868**
Cash at bank and in hand	-	574,672	**574,672**
Current liabilities	-	(221,429)	**(221,429)**
Total	-	386,528	**386,528**

10 Staff numbers and remuneration

	2022	2021
The average number of predominantly part-time staff employed by the charity during the year, including 1 X FTE, was:	9	7
	£	£
Wages and salaries	**221,585**	207,409
Social security costs	**17,093**	15,083
Employer pension contributions	**19,985**	19,593
Total	**258,663**	242,085

1 employee received emoluments of more than £60,000 p.a.

11 Trustees' remuneration

No trustees received remuneration for any services provided.
16 trustees (2020:16) received a total of £312 (2021: £194) in respect of travel expenses.

12 Related transactions

The trustees pay their registration fees at the normal rates.
There were no other related party transactions

13 Volunteer time

The contribution of our many volunteers is set out in the Trustees' Annual Report.
In accordance with FRS102 the economic contribution made by volunteers cannot be recognised in these financial statements.

Supporting a healthier nation through nutrition practice grounded in science



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ASSOCIATION FOR NUTRITION

England & Wales - Charity number 1136624

Accounts

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

AfN Trustees' Annual Report and Financial Statements

2020-2021

Approved by Council: 4th November 2021

Registered Charity: 1136624 Registered Company: 6488331

Annual Report of the Trustees
(Company Directors)

The Trustees of the Association, who are the company directors for the purposes of company law, present their report and financial statements for the year ended 31 March 2021, prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006, the Charities Act 2011, Financial Reporting Standard 102 and the SORP charity reporting requirements (2015).

Administrative Details

Name of Charity
Association for Nutrition

Registered Office
3rd Floor Alliance House, 29-30 High Holborn,
London, WC1V 6AZ

Registered Charity Number
1136624

Company Number
6488331
A not-for-profit organisation, registered as a company limited by guarantee

The Trustees confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

This 2020-2021 Trustees' Annual Report was approved by the Council of Trustees on the 4th November 2021

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Forewords

AfN President & Chair of Council
Dr Margaret Ashwell OBE, DSc, RNutr, FAfN



This will be the final time I present our Annual Report to you on behalf of our Council. After six years as your President, my term of office is drawing to a close, and I would like to take this opportunity to reflect.

In 2016 I wrote to you about our aim to protect and benefit the public by promoting nutrition and public health and promoting high standards of practice in the nutrition profession. Our strategic plan for 2020 to 2025 is guiding us to continue our growth and increase our influence. Our register has more than doubled. From 1,696 registrants in 2016 to 3,313 in 2021. In 2016 we had accredited 73 programmes in higher education which led to eligibility for Direct Entry to the Register. Now we have 99. We have an increased the number of endorsed CPD activities for registrants and improved public protection through our CPD recording and audit requirements. We are Founder members of the newly formed Academy of Nutrition Sciences, we have a new logo and a modernised, mobile-responsive website. Now I take no credit for any of this. Those who deserve enormous thanks are our many volunteers – my fellow trustees who serve as our Council, committee members, assessors and regional reps have all worked tirelessly for the benefit of the public through AfN's activities. They are ably supported by our small staff team, brilliantly led by our Chief Executive, Helen Clark, and her Deputy, Dr Glenys Jones RNutr. I express my thanks to all who have contributed to the work of AfN over the last six years, and who will continue to do so as we move forward.

Our registrant community is active and thriving, sharing expertise and supporting each other through events, CPD and social media. It has been an honour and a great pleasure to serve you. I wish our next President every success in leading us through the next stages of our development.

AfN Chief Executive
Helen Clark



Our Annual Report for 2020-2021 encapsulates what has been, for many of us, the most unusual year we have ever experienced. All of us have faced new challenges as we juggle the demands of new ways of working with the demands of new ways of living during the coronavirus pandemic.

Throughout this period nutrition has been in the spotlight and our registered nutritionists (ANutrs and RNutrs) have continued their scientifically sound, evidence based practice to support the public, policy makers and industry. This report will tell you more about what we have been doing during this extraordinary year to support our registrants' safe and competent practice, and to ensure the profession continues to grow and develop for the benefit of the public.

Despite the challenges of the year, the Association is thriving. Our register continues to grow, we have seen an increase in the number of accredited degree programmes and a good supply of AfN endorsed CPD opportunities. We have a new website with better functionality, online applications and an improved search the register function. There has been a 73% increase in applications to join the register. Our activity has been underpinned by sound financial management, and we are able to invest in projects to ensure that we remain a robust and thriving organisation in the years to come.

All of this has been possible due to the dedication of our trustees, our volunteers and our staff team. I would like to thank all those involved, and particularly our President Dr Margaret Ashwell OBE, who stands down this year after six years of service. It is a pleasure to work with this vibrant profession and it is an honour to serve as the Association's Chief Executive.

Objectives and Activities for Public Benefit

The Association for Nutrition (AfN) defines and advances standards of evidence-based practice across the field of nutrition and at all levels within the workforce. In December 2019, we officially launched our Strategic Plan 2020-2025. Within this plan, our strategic outcomes set out what we believe will be central to us realising our vision.

The four strategic outcomes for 2020-2025 are:

1. Everyone recognises the value of the nutrition profession and the essential role of AfN and its register.

2. We have high standards for education, training and practice, developed through stakeholder engagement.

3. AfN competencies are recognised as the standard for the regulation of nutritionists in the UK and beyond.

4. Our registrants are supported to be effective through clear guidance, a CPD framework and robust regulation.

Our charitable objects are:

- To promote the health of the public by the promotion and maintenance of high standards of practice among, and the regulation of, nutritionists

.

- To advance the study and practice of nutritional science and medicine.

- To advance the education of the public and to promote research for the public benefit in the field of nutrition, health and allied subjects.

Our Vision

Everyone is empowered to improve health and wellbeing through nutrition grounded in science.

Our Values

We are a transparent, approachable and fair regulator, acting with integrity to protect the public.

Our Governance

The Association for Nutrition is a charitable company limited by guarantee, having no share capital. Members of Council are the members, trustees and directors of Association for Nutrition and have a liability not exceeding £1 each.

The charitable company is governed by its Articles of Association and subsidiary Rules.

The Association for Nutrition holds an AGM, with a three year cycle of Council elections.

The Council met three times in the year to 31 March 2021. Council is advised by standing committees of Council and ad hoc working groups.

All trustees give of their time freely and no trustee remuneration was paid in the year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and, in accordance with Association for Nutrition policy, withdraw from decisions where a conflict of interest arises.

Our People

The contribution our volunteers make to the achievement of our charitable objectives is enormously valued and is central to both our work and achievements.

Our volunteers provide us with their support and expertise. Our volunteers are made up of both Registrants and non-registrants, all of whom freely give their time and effort to help us achieve our vision and deliver our ambitious programme of work.

We are delighted to have had over 100 dedicated volunteers supporting the office team. These include:

Trustees

Dr F Amirabdollahian RNutr
Ms M Brown RNutr
Prof A Dangour RNutr
Ms J Frew
Dr P Grabowski RNutr
Dr A Jackson CBE RNutr FFAfN
Dr V Lund
Prof G McNeill RNutr FAfN
Ms L Street RNutr
Prof M Wiseman RNutr FAfN
Dr M Ashwell OBE RNutr FAfN
Ms C Baseley RNutr
Prof J Cade RNutr FFAfN
Mr A Flanagan ANutr
Dr J Garry RNutr
Prof O Kennedy RNutr
Ms A Madukah RNutr
Ms B Saunders OBE
Dr F Tsofliou RNutr

Council Officers

Chair of Council	**- Dr M Ashwell OBE RNutr FAfN**
Deputy Chair of Council	**- Ms B Saunders OBE**
Honorary Treasurer	**- Prof A Dangour RNutr**
Honorary Secretary	**- Prof J Cade RNutr FFAfN** **(Ms C Baseley RNutr until Dec 2020)**

Office held during 2020-2021 FY or on 4th November 2021

Committees & Working Groups

Accreditation (degrees)
Business, Planning & Governance
Certification (wider workforce courses)
Fellows' Nomination
Finance
Medical (Nutrition) Education
Registration

Number of volunteers: 77

Regional & National Representatives

East of England
East Midlands
Irish
London & South East
North West
Scottish
South West
Welsh
West Midlands
Yorkshire & The Humber

Number of volunteers: 25

Assessors

Accreditation
Certification (wider workforce courses)
CPD Annual Returns
CPD Endorsement
Nutrition Hub
Registration

Number of volunteers: 75

Maintaining high standards for public benefit

Governance

The Articles of Association and subsidiary rules detail the appointment procedures for Trustees, Officers and Committee Chairs. Our Trustees are provided with induction packs and access to charity trustee training.

Our Trustees are collectively responsible for setting the AfN's vision and strategic objectives, ensuring these are in line with our charitable objects.

The Executive (staff) are subsequently charged by the Trustees to manage and deliver the agreed activities which support and further the achievement of these aims and objectives.

Trustees' Responsibilities

- To put public benefit at the forefront of any decisions and activities undertaken
- To set the strategic goals and direction of the charity in order to further or support its charitable objectives
- To comply with statutory accounting and reporting requirements
- To declare any potential Conflicts of Interest
- To abide by a Code of Conduct; giving enough time, thought and energy to the role and related training activities
- To make decisions and act in the best interest of the charity and public, ensuring assets and resources are used responsibly to support and perform the charity's purposes
- To ensure compliance with governance and legal requirements
- To act with reasonable care and skill

Keeping public benefit at the heart of all of our decisions

Strategic Outcome 1

Recognition of the value of the nutrition profession, AfN and the UKVRN.

Nutrition is core to good health and wellbeing. The public therefore have a right to be able to access knowledge, advice, support and services that are grounded in robust science, aiding them to make informed nutritional choices for their health, wellbeing and performance.

Being able to easily identify nutritionists who are qualified, competent and accountable to a regulator that sets high standards for education, training, conduct, practice and continuing professional development (CPD) benefits the public, employers and policy makers.

Whilst COVID-19 has reduced the number of in-person activities that could be undertaken during this period, we have progressed a number of activities within our strategic plan that support this strategic outcome. Below we highlight some specific activities that we have achieved during this year.

The Register and Registrants

- We have maintained an accurate and trustworthy register, enabling the public, employers and colleagues to identify those who meet and uphold the high standards of UKVRN registration.

- We have developed our website to process applications online, enabling us to continue to register new registrants throughout the pandemic. This allows secure online transfer of applicant information and submission evidence from the individual to AfN.

Everyone should be empowered to improve their health and wellbeing through nutrition that is grounded in science.

- The Register has continued to grow, with Figure 1 showing the annual growth of the register since it was transferred to the AfN in 2010. With 997 new applications received from individuals wishing to join the register in 2020-2021.

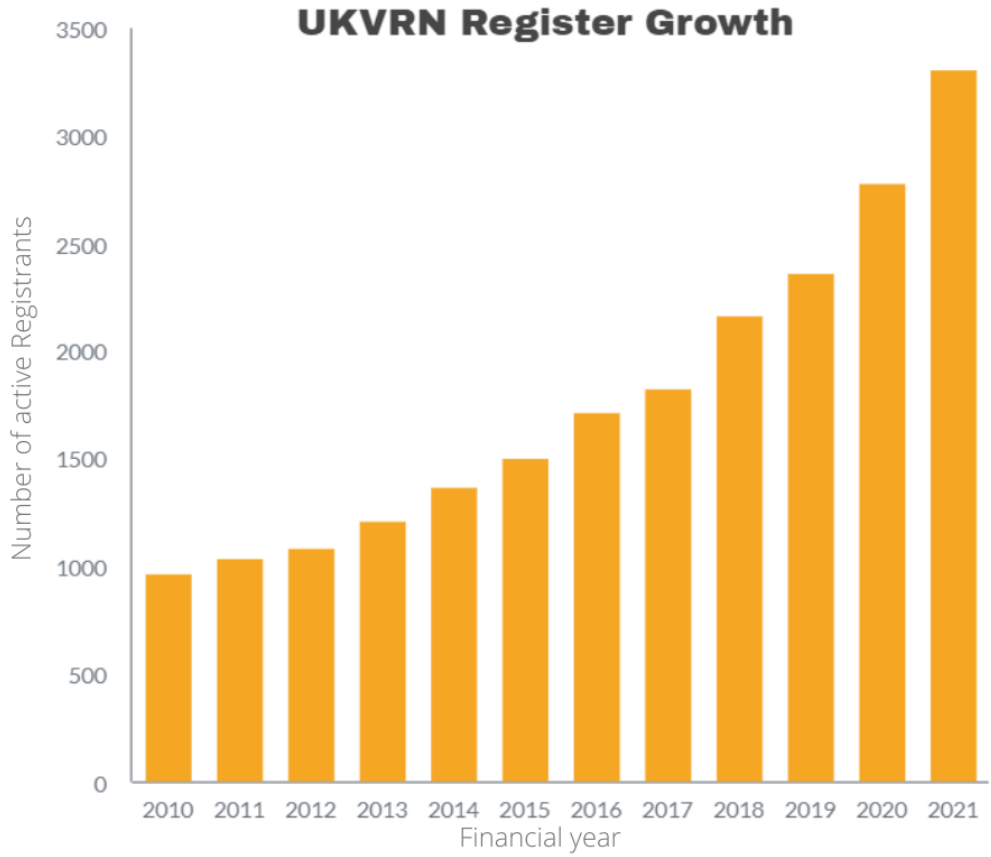


Fig 1. Number of Registrants per year

- On the 31st March 2021, there were 3,313 active UKVRN Registrants.
- An additional 79 Registrants had voluntarily suspended their registration and taken inactive status, due to a career break, ill health or maternity/ paternity/adoption leave.



Fig 2. Registrants by registration category
(each figure represents approximately 33 registrants)

Nutrition Resource Hub

- To support the public in their access to reliable, evidence-based information we developed the Nutrition Resources Hub.
- The hub enables the public to have confidence that the information and advice listed has been produced by credible and competent nutrition professionals.

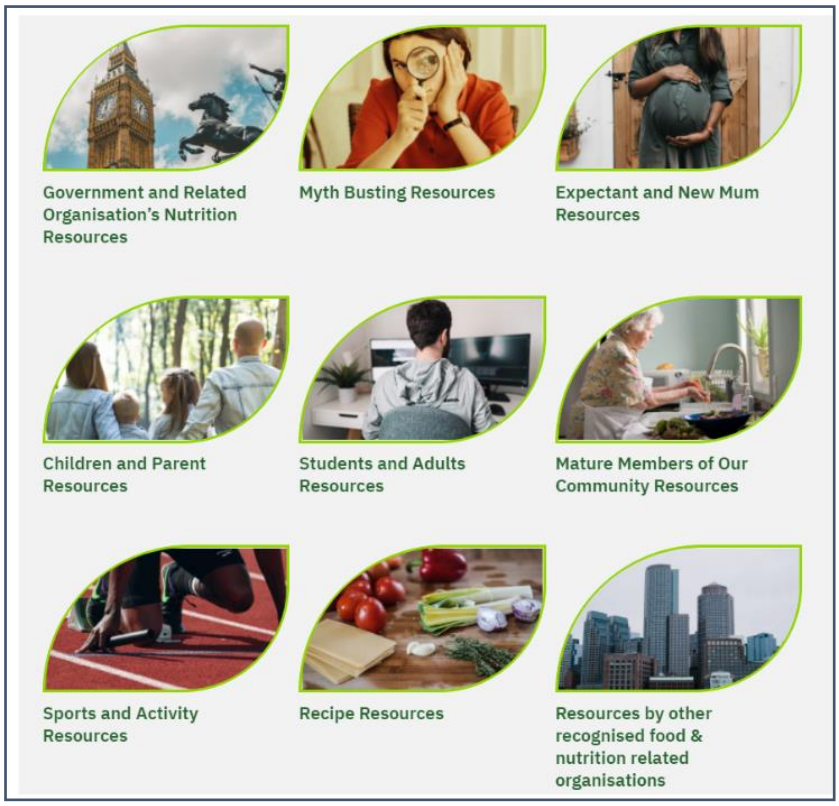


Fig 3. Nutrition Resource Hub Homepage

Increasing Recognition

- The public are benefitted by wider awareness of the professionalism of registrants and the nutrition profession.
- We are active members of the Academy of Nutrition Science, All-Party Parliamentary groups and stakeholder engagement groups. These help us to raise the profile of nutrition regulation, the high standards our registrants uphold and their role in improving health and wellbeing.

Strategic Outcome 2

Maintaining high standards for nutrition education, training and practice

To benefit the public we have high standards for the education, training and practice of nutrition. To ensure these remain relevant and fit for purpose, we involve stakeholders in the development, review and revision of these standards. This increases public confidence and ensures that we are training and supporting nutritionists to deliver expertise which is valued and promotes health and wellbeing.

Degree Accreditation

- Universities were significantly impacted by the COVID-19 pandemic, with face to face teaching having to stop for a significant proportion of the academic year.

- We supported Accredited Degree Programmes as they adapted their teaching to continue delivering high quality training, through providing guidance to Programme Leaders.

- We protected standards for direct entry to the register through extending our annual monitoring to review temporary changes to programmes, ensuring that competency requirements for registration as a Registered Associate Nutritionist were met. This maintained the standards of new entrants to the profession and ensured that they were not professionally disadvantaged by the impact of the pandemic on their training.

- We have continued to assess new applications for accreditation and have successfully accredited programmes during the pandemic both in the UK and internationally.

Everyone should be able to identify relevant nutrition training that is grounded in science.

- There are currently 99 accredited degree programmes available to individuals wishing to become nutritionists. These cover undergraduate and postgraduate degrees, with programmes in the UK and internationally.



Undergraduate Postgraduate

Fig 4. Split of degree programmes by level
(each hat represents approximately 10%)

Medical Education

- Following the transfer of the UK Undergraduate Curriculum in Nutrition for newly qualified doctors from the Academy of Medical Royal Colleges (AoMRC) to the AfN in May 2018, we have led on the review and development of a revised nutrition curriculum.
- An AfN Inter-professional Working Group for Medical Education was created to review and revise the AoMRC-ICGN curriculum.
- The focus of the group has been to ensure the curriculum is deliverable and provides Undergraduate Medical Students with the knowledge and understanding of nutrition required to support their achievement of the GMC Outcomes for Graduates and progress to post-graduate training.
- Over this year, we have progressed this work by developing a draft revised curriculum and undertaking a stakeholder consultation.
- The curriculum is intended to be embedded in a multidisciplinary manner, enabling incorporation within the wider medical curriculum and reiteration of the central role nutrition has across practice areas.
- The Inter-professional Working Group are additionally undertaking work to identify the facilitators and barriers for medical schools in implementing the new curriculum and undertaking activities to help medical schools to address these.

Supporting access to reliable, appropriate nutrition training

Strategic Outcome 3

Our standards are the benchmark for the regulation of nutritionists

Having robust, high standards for nutrition professionals that are the same across the globe benefits the public and their access to reliable nutrition support.

Our standards are recognised beyond the UK, with individuals, academic institutes and organisations around the globe identifying the AfN and our standards as the 'gold standard' for both nutrition training and the regulation of nutritionists, and choosing to follow the high standards we have set.

Recognition of Our High Standards

- We have responded to responses received to the public consultation on our petition for a Royal Charter and continue to aid the Privy Council in the provision of information for their assessment.
- We thank everyone for their continued support for our petition and drive to protect the public through the recognition of the high standards our Registrants uphold.
- We are continuing to collaborate with European nutrition organisations to support the development of common terminology and standards for nutritionists.

The public are best served by robust, high standards being set for nutrition professionals across the globe.

Marking 10 years of AfN regulation

- In June we marked 10-years of being the registered charity for the regulation of nutritionists.

- We celebrated the public benefit that is achieved through the ability to distinguish those who have shown they meet high standards of competence in nutrition science and are committed to uphold standards in relation to their ethics, conduct and performance.

- Registrants provided short videos that showcase the diversity of the profession and the activities they undertake. These were combined with interviews to produce the Voices of UKVRN Registrants Collection.

- The voices represent examples of Registrants working in a wide range of varied roles from pre-farm to post-fork and from ANutrs who have recently graduated through to highly experienced RNutrs.



Empowering the public across the globe to identify safe, reliable nutrition support

Strategic Outcome 4

Supporting effective practice, through clear guidance, CPD and robust regulation.

Only those who meet and continue to maintain the high standards required for registration are included on the UKVRN. All Registrants are assessed to have demonstrated not only their knowledge, understanding and skills, but also their commitment to adhere to high standards of ethics, conduct and performance.

Our Registrants are committed to undertaking continuing professional development (CPD), with quality assurance provided to identify activities that have been assessed as evidence-based and linked to Registrants core competency requirements.

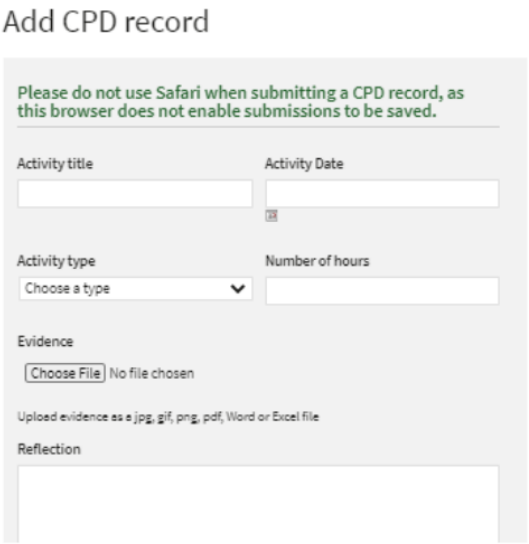
Support Clinics

- In April 2020 we launched weekly Zoom clinics for Registrants and Applicants.
- Held every Friday afternoon, Registrants and Applicants can book for one to one or group support regarding registration.
- These clinics have been fully booked each week, with sessions covering ANutr to RNutr transfer submissions, CPD, nutrition training and portfolio development.
- Submissions from those participating in a zoom clinic have been seen to be well presented, with a reduced need to request any further information or clarification.

All registrants must maintain the high standards for registration throughout the entirety of the career and actions.

Continuing Professional Development

- We assess training activities that have applied for AfN CPD Endorsement, to determine whether they are evidence-based and support the enhancement of Registrants' knowledge, understanding and/or skills.
- We signpost activities to Registrants that have been quality assured through our digital platforms and registrant newsletter, thereby assisting Registrants to select which activities to undertake.
- We have supported our Regional Representatives to deliver online training and networking, supporting Registrants with their CPD.
- We have introduced an online CPD log for Registrants to record their CPD and provide them with a quick review tool for determining where future activities should be focused to cover all 5 core competency areas.



Peer-to-Peer Mentoring

- As a response to Registrant feedback at the 2020 Annual Discourse, we introduced a trial of facilitated peer-to-peer mentoring sessions for RNutrs.
- These sessions are held monthly and are focused on the application of a professional conduct standard in RNutr's practice.
- The sessions are held online to aid accessibility and are facilitated by AfN Trustees.

CPD Reviews

- From October 2019, all RNutrs and ANutrs with 4+years registration have had a formal requirement to undertake at least 30 hours CPD a year, and that over a 3 year period these activities must cover all 5 core competency areas required for registration.

- To provide reassurance to the public that Registrants are maintaining their registration standards, as of October 2020 we have been randomly auditing registrants on their CPD.

- Those selected for review provided a declaration of their CPD activities and hours undertaken for the assessment period, with a sub-set required to provide full evidence of the activities undertaken and their reflections on these.

Upholding Standards

- We have a robust system in place to review any declarations made by Applicants and Registrants which may impact on their safe and trustworthy practice at both the point of application and throughout their registration.

- We take concerns about the practice or behaviour of a Registrant or that of a quality assured training provider extremely seriously. We thoroughly investigate any concerns raised before an outcome is determined and have detailed processes in place to investigate and take appropriate action against the Registrant or Training Provider if needed.

- During the 2020-2021 period there have been no registration or practice sanctions issued.

Providing public confidence in accountability of nutrition professionals and training provisions

Future Plans

Our activities are focused on providing optimum public benefit. We do this by continuously striving to achieve our charitable objectives and realise our overall vision through the delivery of activities that support our strategic plan. Projects agreed by Council include:



Advancing activities that empower and benefit the public

Finance

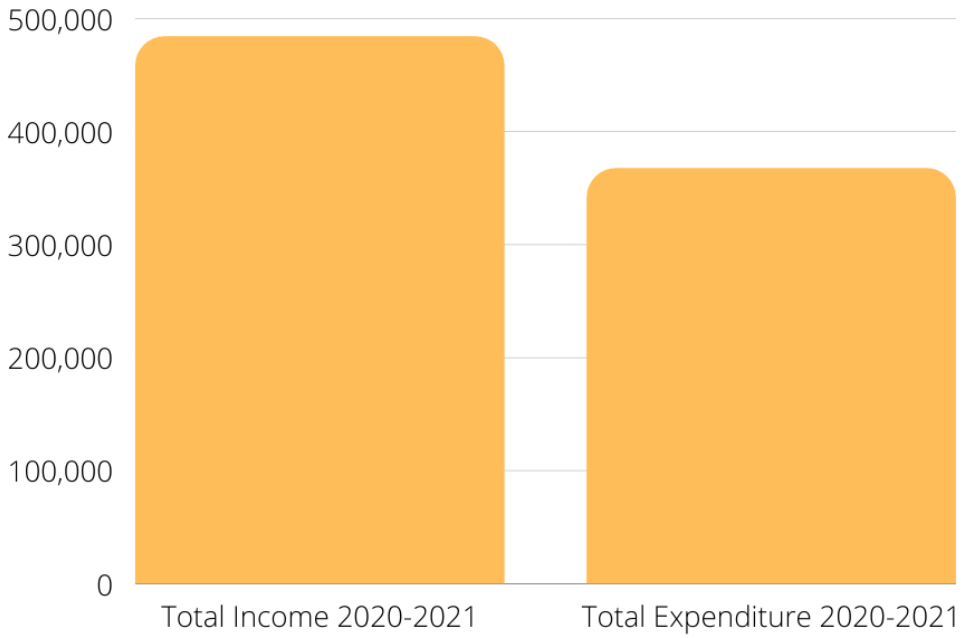
Financial Review

- **Income** for the financial year 2020 – 2021 was 14% higher than in the previous year, mainly due to a 25% increase in registration receipts

- Major planned expenditure on Project Accelerate did not negatively affect **total costs,** which were 21% lower in 2020 – 2021 than in 2019 -2020, due to reductions in expenditure on professional fees, meeting costs, staff costs, rent and office overheads

- **Cash at bank** was 70% higher at 31st March 2021 compared to 31st March 2020

- **Deferred income** at the year-end (£153,000) represents registration income received during 2020-2021, which was attributable to financial year 2021 - 2022.



Reserves Policy

The Association's Trustees hereby confirm that:

- The Association is wholly committed to providing public benefit and the Reserves Policy embodies the sustainability of that pre-eminent objective
- The Reserves policy has been designed to provide, where possible, the requisite funding to add value to the services that AfN provides to stakeholders
- The AfN Reserves Policy has been based on the Trustees' knowledge of the obligations and opportunities that the organisation does or could face
- The Trustees have regularly reviewed risks and have taken appropriate mitigating action. As a result, they have a good and thorough understanding of the risks which may impact the Association
- The Reserves policy has been quantified to meet the working capital needs of the Association
- The level of Reserves has been determined in order to provide the capacity to resolve an adverse situation before it occurs. It takes into account the current risks to the organisation and the potential impact of the coronavirus pandemic in the short and medium term
- The Trustees are satisfied that the financial information with which they have been furnished has informed their understanding of the financial position of the organisation
- The Trustees are confident that the level of Reserves that has been determined is rational, adequate and appropriate for the Association
- Reserves will not be utilised to fund the acquisition of fixed assets
- Requisite consideration has been given to the danger of both over-reserving as well as the potential peril of under-reserving
- The Reserves policy will be regularly monitored and evaluated in order to ensure that it remains appropriate and effective

Investment Policy

Reviewed and approved by Council 6th July 2021

- Funds not required for operational purposes in the short or medium term are held in bank deposit accounts with either a mainstream provider (i.e., one of the UK national banks) or, if of financial benefit (lower risk or higher returns) a mainstream UK based provider of ethical deposit accounts.

- Approval to open a new account with a mainstream UK-based provider of ethical deposit accounts requires agreement of the Finance Committee

- Surplus funds are held with our main bankers while interest rates remain very low – on the basis that market forces mean there is little difference in the rates between the main providers whilst the administrative cost of setting up a new account is significant; unless it can be demonstrated a mainstream UK-based provider of ethical deposit accounts can offer either lower risk or higher returns, in which case surplus funds will be placed with such a provider

- Cash balances will be reviewed on a quarterly basis by the AfN Finance Manager in consultation with the Chief Executive and Honorary Treasurer, and reported in a note accompanying the quarterly management accounts.

- The Finance Manager will make recommendations to the Chief Executive regarding the movement of funds within existing accounts as appropriate and necessary following the quarterly review

- A full review is prepared annually and considered by both Finance Committee and Council, including consideration of alternative providers and forms of investment.

Bankers

- **NatWest Bank**
  Charing Cross: London Branch, PO Box 113,
  Cavell House, 2a Charing Cross Road, London, WC2H 0PD

- **Metro Bank**
  One Southampton Row, London, WC1B 5HA

- **Unity Trust Bank**
  PO Box 7193, Planetary Road, Willenhall, WV1 9DG

Approval of our report

- The Trustees of the Association for Nutrition confirm that they have had regard to the guidance issued by the Charity Commission on public benefit.

- The Trustees' Annual Report was approved by the Council of Trustees on 4th November 2021.



Dr Margaret Ashwell OBE RNutr FAfN

President and Chair of Council

Date: 4th November 2021

Effective management of resources in order to support activities benefitting the public

Independent Examiner's Report to the Trustees

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

Responsibilities and Basis of Report

As the charity's trustees of the Company (and also its directors 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 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.

Independent Examiner's Statement

Since the Company's 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 a member of Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination.

I confirm that **no** matters have come to my attention in connection with the examination giving me cause to believe:

- Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act
- The accounts do not accord with those records
- The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
- 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.



Stephen M. Foster, FCA

Maurice J. Bushell & Co. Ltd,
2nd Floor, 123 Aldergate Street, London, EC1A 4JQ

Date: 4th November 2021

Statement of Financial Activities for the Year Ended 31 March 2021 (including income and expenditure account)

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
INCOME:					
Charitable activities	2	484,013	-	**484,013**	422,894
Investments	3	248	-	**248**	736
TOTAL INCOME		484,261	-	**484,261**	423,630
EXPENDITURE:					
Charitable activities	4	367,464	-	**367,464**	469,976
TOTAL EXPENDITURE		367,464	-	**367,464**	469,976
NET INCOME		116,797	-	**116,797**	(46,346)
Total funds brought forward		120,191	-	**120,191**	166,537
		236,988	-	**236,988**	120,191

Balance Sheet as at 31 March 2021

	Notes	2021 £	2020 £
TANGIBLE FIXED ASSETS			
Fixed assets	5	**3,477**	4,172
		3,477	4,172
CURRENT ASSETS			
Stock		**0**	0
Debtors	6	**32,742**	22,925
Cash at bank and in hand		**365,379**	212,745
		398,121	235,670
CURRENT LIABILITIES			
Falling due within one year	7	**(164,610)**	(119,651)
NET CURRENT ASSETS		**233,511**	116,019
NET ASSETS		**236,988**	120,191
Financed by:			
Restricted funds		**-**	-
Unrestricted funds	8	**236,988**	120,191
TOTAL FUNDS	9	**236,988**	120,191

The trustees acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of
the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as At the end of each financial year and of its surplus or deficit in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006.relating to financial statements, so far as applicable to the charitable company. These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard FRS102.For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with s.476 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 4th November 2021:

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Prof. A. Dangour,
Honorary Treasurer

on behalf of the trustees.

Notes Forming Part of The Financial Statements

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows.

Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP2015), issued by the Charity Commission, and the Financial Reporting Standard FRS102.
Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.
Earned income is included in the period in which the service is provided, if any performance conditions attached have been met or are fully within the control of the charity.

Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises and includes related irrecoverable VAT.
Future liabilities are included at the best estimate of the amount required to settle them.

Tangible fixed assets and depreciation

Fixed assets are stated at cost less accumulated depreciation.
Tangible fixed assets costing over £500 (including any incidental expenses of acquisition) are capitalised.
Depreciation is provided at rates calculated to write off the cost on a straight-line basis over their expected useful economic life. The rates of depreciation applied to each class of asset are:

IT & Office equipment - 33% straight line

Pensions

The charity makes contributions for eligible employees, to a defined contribution pension scheme, which are included in the accounts when they become payable.

Funds

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criteria is drawn from the fund.
Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

2 Income from Charitable activities

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Registration Fees	356,031	-	**356,031**	284,786
Accreditation and CPD Fees	127,502	-	**127,502**	131,979
Certification	245	-	**245**	4,370
Events and other Income	235	-	**235**	1,759
	484,013	-	484,013	422,894
Research projects	-	-	-	-
	484,013	-	**483,013**	**422,894**

There was no restricted income received in the financial years 2021 or 2020.

3 Income from Investments

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Bank interest receivable	248	-	**248**	736

4 Expenditure on Charitable activities (including support costs)

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Staff Costs	242,784	-	**242,784**	264,884
Rent	25,201	-	**25,201**	42,473
Meetings, Conferences and Events	254	-	**254**	3,853
Fitness to Practice work	-	-	-	1,192
Assessor fees and training	6,380	-	**6,380**	6,120
Marketing and Publicity	275	-	**275**	10,446
Project and IT	51,744	-	**51,744**	50,303
AGM, Council meetings and trustee training	1,139	-	**1,139**	14,177
Office overheads	25,156	-	**25,156**	38,371
Professional fees	9,232	-	**9,232**	33,630
Depreciation	3,825	-	**3,825**	3,777
Bad debt write off	689	-	**689**	-
Sundry	35	-	**35**	-
Independent Examination	750	-	**750**	750
	367,464	-	**367,464**	**469,976**

5 FIXED ASSETS

	IT & Office Equipment £	Total £
Cost		
As at 1 April 2020	48,571	48,571
Additions	3,130	3,130
Total cost at 31 March 2021	51,701	51,701
Depreciation		
At 1 April 2020	44,399	44,399
Charge for the year	3,825	3,825
At 31 March 2021	48,224	48,224
Net book value as at 31 March 2021	**3,477**	**3,477**
Net book value as at 31 March 2020	4,172	4,172

6 Debtors

	2021 £	2020 £
Trade Debtors	**15,127**	11,200
Other Debtors	**5,460**	5,460
Staff travel loans	**0**	0
Prepayments	**12,155**	6,265
	32,742	22,925

7 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	**0**	0
Other creditors	**906**	2,354
Tax and social security	**5,347**	5,748
Accruals and deferred income	**158,357**	111,549
	164,610	119,651

Deferred income represents £153,562 (2020: £101,225) of registration fees received in advance of the period to which it relates (the October renewal cycle covers both half of the current year and half of the subsequent year). All deferred income as at 31 March 2020 has been released.

8 Unrestricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General Funds	120,191	484,261	(367,464)	236,988

9 Analysis of net assets by fund

	Restricted Funds	General Funds	Total
	£	£	£
Tangible assets	-	3,477	3,477
Stock	-	-	-
Debtors	-	32,742	32,742
Cash at bank and in hand	-	365,379	365,379
Current liabilities	-	(164,610)	(164,610)
Total	-	236,988	236,988

10 Staff numbers and remuneration

	2021	2020
The average number of predominantly part-time staff employed by the charity during the year, including 1 X FTE, was:	7.0	7.5
	£	£
Wages and salaries	207,409	220,742
Social security costs	15,083	18,743
Employer pension contributions	19,593	20,578
Total	242,085	260,063

One employee received emoluments of more than £60,000 p.a.

11 Trustees' remuneration

No trustees received remuneration for any services provided.
17 trustees (2020:16) received a total of £194 (2020: £5,114) in respect of travel expenses.

12 Related transactions

The trustees pay their registration fees at the normal rates.
There were no other related party transactions

13 Volunteer time

The contribution of our many volunteers is set out in the Trustees' Annual Report. In accordance with FRS102 the economic contribution made by volunteers cannot be recognised in these financial statements.

Association for Nutrition

Regulating Professionals – Raising Standards – Improving Health

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