

Company number: 07390138

Charity number: 1138894

Baker Dearing Educational Trust

Report and financial statements

For the year ended 31 December 2023

Contents

For the year ended 31 December 2023

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Baker Dearing Educational Trust

Reference and administrative details

For the year ended 31 December 2023

Company number 07390138 – incorporated in the United Kingdom

Charity number 1138894 – registered in England and Wales

**Registered office
and operational
address** 2nd Floor, 1, The Sanctuary
London
SW1P 3JT

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

The Rt Hon Lord Baker of Dorking CH, Chairman
Clive Barker
Ms Madeleine Hallward
Will Harding
David Land
Baroness Estelle Morris
Sir Mike Tomlinson CBE
Jim Wade
Michael Wright

Chief Executive Simon Connell

Bankers HSBC
16 King Street
London
WC2E 8JF

Solicitors Stone King LLP
91 Charterhouse Street
London
EC1M 6HR

Auditor Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
110 Golden Lane
London
EC1Y 0TG

Trustees' annual report

For the year ended 31 December 2023

The trustees present their report and the audited financial statements for the year ended 31 December 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

The organisation is a charitable company limited by guarantee, incorporated on 28 September 2010 and registered as a Charity on 9 November 2010.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

The objects of the Charity are to advance the education of children, young people and young adults by technically-oriented study at new or existing colleges with an emphasis on practical training, business and commerce leading to employment.

Appointment of trustees

Trustees are selected by reference to their eligibility, personal competence and specialist skills. A Nominations Committee, chaired by Lord Baker, meets twice a year to discuss and recommend the appointment of trustees.

Trustee induction and training

On appointment trustees are inducted into the strategic aims of the Charity and the underlying financial implications. Throughout the year trustees are updated with progress reports and are invited to attend educational seminars and events to increase their awareness of the Charity's activities and the educational sector governance requirements.

The members of the company appoint new trustees. There must be a minimum of three trustees and a maximum of twelve.

All trustees give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the Charity are set out in note 7 to the accounts.

Related parties and connected organisations

See note 9 for details of related parties and connected organisations.

Remuneration Policy for key management personnel

Remuneration is reviewed, and agreed, once each year by the trustees at a trustees' meeting. The review takes into account the performance of individuals and the change in cost of living as measured by the RPI.

Objectives and activities

Baker Dearing Educational Trust (Baker Dearing) licenses UTCs (University Technical Colleges). The Charity offers guidance and support to UTCs to help them ensure high standards of education and financial viability and liaises between sponsors, the UTCs themselves and the DfE (Department for Education).

The trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work. The trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the Charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Vision of the Charity

Baker Dearing promotes and supports University Technical Colleges (UTCs).

UTCs are a relatively new concept in education, introduced in England in 2010. They offer students the opportunity to take a highly regarded, technically-oriented full-time course of study at a specialist school equipped to the highest standards. The UTCs are publicly-funded academies which are sponsored by a university in partnership with employers offering clear progression routes into higher education or further training and employment.

Students usually start at the age of 14, integrating academic requirements with the technical and practical elements of the curriculum in an adult environment, which is strongly influenced by profound engagement with local employers. Under the same roof they study technical subjects alongside the GCSE subjects of English, mathematics, science and IT. They also take part in sport and acquire employability, entrepreneurial and financial skills. Each UTC has particular technical specialisms.

UTCs typically have a capacity of between 500 and 800 students, a deliberately small size to foster loyalty and so that each student is known individually. The size also ensures that numbers in nearby schools are not unduly disturbed.

In order to broaden the UTC impact, the UTC Sleeve concept has been developed by Baker Dearing in association with leading multi-academy trusts, employers, and UTCs. It introduces specialist pathways, such as engineering, within mainstream secondary schools. The approach draws on the experience and evidence to date of the UTC programme, in particular the benefits to students and employers. Specialist pathways allow young people to undertake a broader range of technical qualifications, in addition to a core academic curriculum, up to age 16, leading to T Levels, as well as other larger courses of technical study at post-16. An employer representative 'Board' is established to contribute to curriculum planning and delivery through, for example, employer-led projects.

UTCs are demand-led, but have support from all three main political parties. The government has been committed to establishing UTCs and 44 are open. The DfE provides the capital cost of a UTC and the ongoing running costs.

The UTC brand and trademarks belong to the Charity which grants a licence to each UTC. The Charity retains close links with UTCs once they are open, to help ensure high standards of education, compliance with the licence and financial viability. It is in the interests of the whole UTC programme that the Charity's brand values are preserved.

The Charity's strategies and objectives

In order to achieve the above vision Baker Dearing Educational Trust's objectives are:

- To promote the University Technical College concept.
- To support University Technical Colleges so they provide a high quality technical education ensuring excellent outcomes for their students.
- To protect the University Technical College brand against erosion and contamination.
- To ensure that all University Technical Colleges are on a trajectory towards being full.

With an original focus on opening new UTCs, the Charity's support has evolved over time to meet needs of UTCs, aiming to provide services that cannot be provided by others within the education system. Today, the Charity exists to:

(1) Foster a favourable policy and funding environment for UTCs (Policy): Charity staff meet regularly with senior personnel at the Department for Education ("DfE") and Education and Skills Funding Agency ("ESFA") to communicate the views of UTCs and to discuss UTC challenges at a programme-wide level, with the aim of influencing policy decisions. The charity also meets with other key government stakeholders including Ofsted, HM Treasury, and Members of Parliament.

(2) Raise greater awareness of UTCs (Promotion): Collectively on behalf of all UTCs, the Charity is uniquely positioned to co-ordinate publicity, with the aim of undertaking national awareness campaigns to complement local UTC marketing efforts. The Charity engages with trade and national press organisations, research companies, national employers, and others to communicate the value of a UTC education and to celebrate the many student success stories around the programme.

(3) Ensure UTC distinctiveness is preserved and standards are upheld (Standards): Embedding specialist colleges within the mainstream education system takes time and requires courage: there is significant pressure on UTCs to revert to mainstream schools. The Charity provides 'light touch' support to protect the nature and standards of the unique UTC education provision, as defined by the requirements of the UTC licence.

(4) Facilitate connectivity and exchange amongst UTCs (Connectivity): As a relatively new national network of colleges, it is vital that UTCs share and implement best practice in the areas of technical education, student recruitment, employer engagement, and finance. The Charity provides a rich programme of events for UTC staff; regular communication across all UTCs; data and analysis regarding programme developments; and the brokerage of UTC-to-UTC support, where needed.

(5) Provide UTCs with access to advisory support (Advisory): The Charity retains the services of a small number of highly experienced consultants and commissions support from UTC staff members, to offer individual UTCs advice and assistance in the areas of technical education, student recruitment, employer engagement, finance, re-brokerage, and DfE/ESFA negotiations. Positioned centrally within the UTC network, Charity staff have a holistic view of the entire UTC programme and provide advice to individual UTCs in this context.

(6) Procure services and offer benefits for UTCs on a collective basis (Benefits): The Charity is able to achieve group discounts for third-party services through negotiation and procurement on behalf of all UTCs, such as GL Assessment and Admissions+. In addition, Baker Dearing directly funds various highly valued UTC initiatives such as the Redbourne data analysis, student destinations analysis, and the Baker Award for Technical Education.

Performance against objectives

At the end of 2023, forty four UTCs and one UTC Sleeve were open and applications to open two further UTCs have been accepted as part of the Department for Education's free schools process. Regrettably a UTC has closed mainly as a result of lower than expected pupil numbers which affected its financial viability.

Beneficiaries of our services

The Charity's main activities and who it tries to help are described below. All its charitable activities focus on the development and support of UTCs and are undertaken to further Baker Dearing Educational Trust's charitable purposes for the public benefit.

Beneficiaries of the services are the UTCs and their students.

Financial review

The trustees have determined that the Charity should be financially independent of Government.

The Trust's income for the period included donations and licence subscriptions from UTCs. This has been used to support the Trust's promotional activities for the development and success of the University Technical College programme.

The donations include funds from Tabor-King Foundation (£200,000), the Michael Bishop Foundation (£125,000), The Gatsby Charitable Foundation (£125,000) and Peter Cundill Foundation (£100,000).

Principle risk and uncertainty

The principal risk to the organisation arises from the lack of income, particularly from donations and grants. This can be mitigated by reducing expenditure. The Charity's contractual arrangements with suppliers' goods and services have short cancellation periods. The effect of lower expenditure would be to reduce the level of activity and services that the Trust can offer, but it would remain in existence.

Reserves policy and going concern

The reserves policy targets a level of reserves held to be sufficient to cover at least a quarter of the annual direct operating costs which implies a target reserve level of around £250,000. At the end of the year the level of free reserves stood at £253,380 (2022: £215,081). The income of the Charity is dependent on raising further donations and the Charity is confident that the current fundraising programme will ensure the appropriate amount is received. Should there be a shortfall the Charity can reduce operating costs to mitigate the situation. There are no material uncertainties about the Charity's ability to continue as a going concern.

Statement on fundraising

Baker Dearing Educational Trust does not engage in public fundraising and does not use professional fundraisers or commercial participators. Baker Dearing Educational Trust nevertheless observes and complies with relevant fundraising regulations and codes. During the year there was no non-compliance of these regulations and codes and Baker Dearing Educational Trust received no complaints relating to its fundraising practice.

Plans for the future

Baker Dearing will continue to provide support and advice to UTCs on a variety of areas covering education, marketing and finance. It will also continue to liaise with the Government to ensure that the UTC programme and the technical education provided by UTCs will be embedded in the educational landscape.

Statement of responsibilities of the trustees

The trustees (who are also directors of Baker Dearing Educational Trust for the purposes of company law) are responsible for preparing the trustees' annual reports and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at 31 December 2023 was 9 (2022: 10). The trustees are members of the Charity but this entitles them only to voting rights. The trustees have no beneficial interest in the Charity.

The report of the Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 6 March 2024 and signed on their behalf by:

The Rt Hon Lord Baker of Dorking CH
Chairman

Independent auditor's report

To the members of

Baker Dearing Educational Trust

Opinion

We have audited the financial statements of Baker Dearing Educational Trust (the 'charitable company') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Baker Dearing Educational Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditor's report

To the members of

Baker Dearing Educational Trust

Other Information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and trustees, which included obtaining and reviewing supporting documentation, concerning the Trust's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

To the members of

Baker Dearing Educational Trust

- We obtained an understanding of the legal and regulatory framework that the Trust operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Trust from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)

12 April 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Baker Dearing Educational Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2023

	Note	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Income from:					
Donations and legacies	3	425,000	125,000	550,000	280,000
Charitable activities					
UTC promotion and support	4	941,689	–	941,689	574,492
Investments		12,561	–	12,561	880
Total income		1,379,250	125,000	1,504,250	855,372
Expenditure on:					
Raising funds		15,940	–	15,940	12,660
Charitable activities					
UTC promotion and support		1,325,011	72,505	1,397,516	898,841
Total expenditure	5a	1,340,951	72,505	1,413,456	911,501
Net income/(expenditure) for the year and net movement in funds	15a	38,299	52,495	90,794	(56,129)
Reconciliation of funds:					
Total funds brought forward		215,081	28,813	243,894	300,023
Total funds carried forward		253,380	81,308	334,688	243,894

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Baker Dearing Educational Trust

Balance sheet

Company no. 07390138

As at 31 December 2023

	Note	£	2023 £	£	2022 £
Current assets:					
Debtors	11	23,497		34,612	
Term deposits		179,437		65,000	
Cash at bank and in hand		569,308		525,314	
		<u>772,242</u>		<u>624,926</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(437,554)		(381,032)	
Total net assets	14a		<u><u>334,688</u></u>		<u><u>243,894</u></u>
The funds of the charity:	15a				
Restricted income funds			81,308		28,813
General funds		253,380		215,081	
Total unrestricted funds			<u>253,380</u>		<u>215,081</u>
Total charity funds			<u><u>334,688</u></u>		<u><u>243,894</u></u>

Approved by the trustees on 6 March 2024 and signed on their behalf by

The Rt Hon Lord Baker of Dorking
Chairman

Baker Dearing Educational Trust

Statement of cash flows

For the year ended 31 December 2023

	Note	2023 £	£	2022 £	£
Net cash provided/(used in) by operating activities	16		145,870		(49,516)
Cash flows from investing activities:					
Dividends, interest and rents from investments		<u>12,561</u>		<u>880</u>	
Net cash provided by investing activities			12,561		880
Change in cash and cash equivalents in the year			158,431		(48,636)
Cash and cash equivalents at the beginning of the year			<u>590,314</u>		<u>638,950</u>
Cash and cash equivalents at the end of the year	17		<u><u>748,745</u></u>		<u><u>590,314</u></u>

1 Accounting policies

a) Statutory information

Baker Dearing Educational Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office is 1, Sanctuary Buildings, London SW1P 3JT.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of promoting and supporting UTCs to further the purposes of the charity and their associated support costs

1 Accounting policies (continued)

h) Allocation of support and governance costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Governance costs are allocated to the promotion and support of UTCs.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

l) Pensions

The charity offers a defined contribution scheme for all employees which is auto-enrolment compliant. All pension contributions relate to payments made to individual employees' personal pension plans. Contributions are charged to the statement of financial activities in the year to which they relate. Differences between contributions due and actually paid are shown as either accruals or prepayments in the balance sheet.

2 Detailed comparatives for the statement of financial activities

	Unrestricted £	Restricted £	2022 Total £
Income from:			
Donations and legacies	230,000	50,000	280,000
Charitable activities	574,492	–	574,492
Investments	880	–	880
Total income	805,372	50,000	855,372
Expenditure on:			
Raising funds	12,660	–	12,660
Charitable activities	877,654	21,187	898,841
Total expenditure	890,314	21,187	911,501
Net (expenditure) and net movement in funds	(84,942)	28,813	(56,129)
Removed this line			
Total funds brought forward	300,023		300,023
Total funds carried forward	215,081	28,813	243,894

3 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Gifts	425,000	125,000	550,000	280,000
	425,000	125,000	550,000	280,000

4 Income from charitable activities

UTC promotion and support	2023 Total £	2022 Total £
UTC licence fees and other income	941,689	574,492
Total income from charitable activities	941,689	574,492

All income from charitable activities in unrestricted.

5a Analysis of expenditure

		Charitable activities			
	Cost of raising funds £	UTC promotion and support £	Governance costs £	2023 Total £	2022 Total £
Staff costs (Note 7)	–	388,011	–	388,011	307,451
UTC promotional activities:					
Operational & programme management	–	775,937	27,571	803,508	430,409
Marketing & events	–	114,008	–	114,008	96,287
Administration	15,940	91,989	–	107,929	77,354
	15,940	1,369,945	27,571	1,413,456	911,501
Reallocation of:					
Total expenditure 2023	15,940	1,397,516	–	1,413,456	
Total expenditure 2022	12,660	898,841	–		911,501

5b Analysis of expenditure prior year

		Charitable activities			
	Cost of raising funds £	UTC promotion and support £	Governance costs £	2022 Total £	
Staff costs (Note 7)	–	307,451	–	307,451	
UTC promotional activities:					
Operational & programme management	–	412,726	17,683	430,409	
Marketing & events	–	96,287	–	96,287	
Administration	12,660	64,694	–	77,354	
	12,660	881,158	17,683	911,501	
Reallocation of:					
Governance costs	–	17,683	(17,683)	–	
Total expenditure 2022	12,660	898,841	–	911,501	

6 Net incoming/(outgoing) resources for the year

This is stated after charging / crediting:

	2023 £	2022 £
Auditor's remuneration (excluding VAT):		
Audit	8,000	7,500

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	339,124	267,445
Social security costs	36,416	28,592
Employer's contribution to defined contribution pension schemes	6,899	6,335
Other forms of employee benefits	5,572	5,080
	388,011	307,451

The following number of employees received employee benefits in excess of £60,000 (excluding employer pension costs and employer national insurance) during the year between:

	2023 No.	2022 No.
£160,000 – £169,999	–	1
£180,000 – £189,999	–	–
£190,000–£199,999	1	–

The aggregate remuneration for key management personnel (including employer national insurance contributions and employer pension contributions) is £206,897 (2022: £189,599).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £6,966 (2022: £2,277) incurred by 3 (2022: 1) member relating to attendance at meetings of the trustees and development of UTCs.

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Promotion of UTCs	5.0	4.0
	5.0	4.0

9 Related party transactions

From time to time, averaging approximately one day per week, Lord Baker receives secretarial support provided by the Baker Dearing Educational Trust for his personal administrative matters. One fifth of the salary costs for this person amounts to £8,542 (2022: £7,986).

In the year, the Trust paid £35,000 (2022: £5,000) to Consilia Consultants Ltd "Consilia" for expert consultancy services of which Simon Connell, Chief Executive, is a Director. The level of services this year has increased as a result of Consilia's participation in a Baker Dearing project advising on technical education. Simon does not take part in any decisions with Trustees responsible for appointing and approving the work carried out by Consilia.

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Debtors

	2023 £	2022 £
Trade debtors	5,040	21,900
Accrued income and pre-payments	18,457	12,712
	23,497	34,612

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	29,332	8,449
Accruals	47,947	40,100
Deferred income (note 13)	360,275	332,483
	437,554	381,032

13 Deferred income

	Other contractual income	UTC subscriptions £	2023 £	2022 £
Balance at the beginning of the year	8,576	323,907	332,483	347,120
Amount deferred in the year	36,572	323,703	360,275	332,483
Amount released to income in the year	(8,576)	(323,907)	(332,483)	(347,120)
Balance at the end of the year	36,572	323,703	360,275	332,483

14a Analysis of net assets between funds 2023

	General unrestricted £	Restricted £	Total £
Net current assets	253,380	81,308	334,688
Net assets at the end of the year	253,380	81,308	334,688

14b Analysis of net assets between funds 2022

	General unrestricted £	Restricted £	Total
Net current assets	215,081	28,813	243,894
Net assets at the end of the year	215,081	28,813	243,894

15a Movements in funds (current year)

	At 1 January 2023 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2023 £
Restricted funds:					
Gatsby Charitable Foundation	28,813	125,000	(72,505)	–	81,308
Total restricted funds	28,813	125,000	(72,505)	–	81,308
Unrestricted funds:					
General funds	215,081	1,379,250	(1,340,951)	–	253,380
Total unrestricted funds	215,081	1,379,250	(1,340,951)	–	253,380
Total funds	243,894	1,504,250	(1,413,456)	–	334,688

Purposes of restricted funds

The Gatsby Charitable Foundation's grant is to support UTCs to engage in national technical education reforms including T Level implementation.

15b Movements in funds (prior year)

	At 1 January 2022 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2022 £
Restricted funds:					
Gatsby Charitable Foundation	–	50,000	(21,187)	–	28,813
Total restricted funds	–	50,000	(21,187)	–	28,813
Unrestricted funds:					
General funds	300,023	805,372	(890,314)	–	215,081
Total unrestricted funds	300,023	805,372	(890,314)	–	215,081
Total funds	300,023	855,372	(911,501)	–	243,894

Purposes of restricted funds

The Gatsby Charitable Foundation's grant is to support UTCs to engage in national technical education reforms including T Level implementation.

16 Reconciliation of income/(expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per statement of financial activities)	90,794	(56,129)
Dividends, interest and rent from investments	(12,561)	(880)
Decrease/(Increase) in debtors	11,115	(4,319)
Increase/(Decrease) in creditors	56,522	11,812
Net cash provided by/(used in) operating activities	145,870	(49,516)

17 Analysis of cash and cash equivalents

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	525,314	114,437	639,751
Notice deposits (short term)	65,000	43,994	108,994
Total cash and cash equivalents	590,314	158,431	748,745

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.