

FE SUSSEX

England & Wales · Charity number 1142705

Details

Other names	FE SUSSEX LIMITED
Status	Registered
Legal form	Charitable company
Company number	05324410
Registered	2011-07-04
Register	View on the Charity Commission register

Contact

Address	Plumpton College Ditchling Road Plumpton Lewes BN7 3AE
Phone	01273892123
Email	info@fesussex.org.uk
Website	www.fesussex.org.uk

Activities

Objects: TO ADVANCE FURTHER EDUCATION IN SUSSEX AND THE SOUTH EAST BY:1. PROVIDING A FORUM FOR MEMBERS TO EXCHANGE IDEAS AND INFORMATION, TO DEVELOP AND SHARE BEST PRACTICE, TO IDENTIFY AND IMPLEMENT KEY NATIONAL, LOCAL AND OTHER AGENDAS IN THE FURTHER EDUCATION SECTOR AND TO ASSIST MEMBERS IN INTERPRETING AND IMPLEMENTING SUCH AGENDAS;2. SEEKING TO ASSIST POLICY AND DEVELOPMENT IN FURTHER EDUCATION BY ALL PROPER MEANS, INCLUDING ACTING IN A LOBBYING ROLE;3. PROVIDING SUCH PRODUCTS AND SERVICES AS WILL ASSIST MEMBERS IN THE DELIVERY OF HIGH QUALITY FURTHER EDUCATION; 4. PROVIDING A RESOURCE FOR THE PROVISION OF TRAINING TO MEMBERS AND THEIR STAFF; 5. DISSEMINATING THE RESULTS OF DISCUSSION AND RESEARCH TO INTERESTED PARTIES;6. SUCH OTHER MEANS AS THE TRUSTEES MAY FROM TIME TO TIME DETERMINE.

Activities: To promote further education in Sussex and South East, represent Members views, provide a forum for Members to exchange ideas and information, to develop and share best practice and identify and implement key national, local and other agendas in futher education sector and to assist Members in

interpreting and implementing such agendas.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** The General Public/mankind

Geography

- Brighton And Hove
- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£497,276	£536,617	-	-
2024-07-31	£586,545	£507,540	£469,530	1
2023-07-31	£198,588	£262,601	-	-
2022-07-31	£326,601	£179,966	-	-
2021-07-31	£134,325	£159,726	-	-
2020-07-31	£166,481	£174,037	-	-

Trustees

Name	Role	Appointed
Andrew Green		2021-10-06
Donna-Marie Janson		2020-08-01
JEREMY KERSWELL		2015-11-10
Janet Clark		2022-10-24
KAREN JUNE HUCKER		2011-03-16
Rebecca Conroy		2020-12-17
William Baldwin		2016-10-07

FE SUSSEX

England & Wales - Charity number 1142705

Accounts

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Financial Statements

For the year ended 31 July 2025

Charity No: 1142705
Company No: 05324410

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Trustees' Report

The board presents the report and financial statements of FE Sussex for the year ended 31 July 2025. The statements appear in the format required by the 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) (effective 1 January 2019). All trustees are directors, the trustees' report is also a directors' report as required by s.415 of the Companies Act 2006.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association of the Company and the Statement of Recommended Practice - Accounting and Reporting by Charities in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Reference and Administrative Information

FE Sussex Limited is a registered charity number 1142705 and a company limited by guarantee not having a Share Capital, registered in England and Wales, number 05324410.

Registered office: Chichester College
Westgate Fields
Chichester
West Sussex
PO19 1SB

Bankers: Lloyds TSB Bank Plc
10 East Street
Chichester
West Sussex
PO19 1HJ

Solicitors: Irwin Mitchell LLP
Brunel House
21 Brunswick Place
Southampton
Hampshire
SO15 2AQ

Independent examiners of financial statements
Lewis Brownlee (Chichester) Limited
Chartered Accountants
Appledram Barns
Birdham Road
Chichester
West Sussex
PO20 7EQ

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Trustees' Report (continued)

Trustees & Directors

The Trustees have all served in office throughout the year and to the date of this report.

Ms K Hucker
Mr J Kerswell
Mr W Baldwin
Mrs D Janson
Mrs R Conroy
Mr A Green
Ms J D Clark (resigned 05/01/2026)
Mr D Lodge (resigned 20/5/25)

Unless stated above, all of the Trustees are directors of the company, and are referred to as Trustees throughout this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association which were drawn up on incorporation 5 January 2005, and amended by special resolution on 14 June 2011. The company was registered as a charity with the Charities Commission on 4 July 2011.

Organisation

The Trustees are responsible for the financial management of the charity. If a vacancy arises the Trustees will ensure that all skills continue to be covered. The main skills/knowledge/experience required are experience at a senior level in further education college management together with knowledge of company legal procedures, financial and project management.

Each member organisation is entitled to appoint one director. The directors may appoint a director by ordinary resolution up to a maximum of 15 directors.

The Trustees are responsible for the education and pastoral care provided by the charity. Management was delegated to Ms J D Clark.

Recruitment, induction and training of Trustees

All new Trustees receive induction on a group and on a one to one basis to ensure they are familiar with their duties and responsibilities.

All Trustees are CEOs/principals of the member colleges of FE Sussex with the exception of Ms J D Clark, who resigned from her post as trustee following the year end.

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Trustees' Report (continued)

Risk assessment

Formal risk assessment is made to the Trustees on a regular basis in the form of a Risk Register. The charity's activities are low risk. No large advance purchases are made. Overheads must align with income. The charity employs a CEO. Other staff are contracted to projects as required.

Aims, Objectives And Activities

The Trust's main objectives are:

- (1) To promote further education in Sussex and the South East, to provide a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- (2) To represent Members' collective views, and to seek to assist policy and development in further education by all proper means including acting in a lobbying role and providing such products and services as will assist Members in the delivery of high quality further education services; and
- (3) To provide a resource for the provision of CPD, training to Members and their staff and to disseminate the results of discussion, research and development project activities to Sussex colleges and other interested parties.

Significant activities this year contributing to the achievement of the Trust's objectives:

In the past year the trust has:

- Fully delivered the Sussex LSIF Project across all three strands and secured the maximum funding available (£4.5m);
- Provided a teaching, learning and innovation conference at Sussex University for over 300 college based delegates;
- Led five innovative cross college events in February-March 2025 with a range of high profile speakers and hundreds of students engaged;
- Delivered the strategic object of influencing national and local skills agendas, through engagement with elected policymakers and senior local authority staff;
- Contributed to a pan-Sussex approach to SEND high needs funding, and the colleges' involvement in the Government-funded SEND through the Change Programme;
- Provided meetings for the exchange and peer grouping of college CEOs and Principals;
- Reviewed the networks for teachers and senior support staff to deliver up-to-date and relevant peer support.

Principal funding sources and expenditure supporting the key objectives

The Charity's income has largely been the LSIF funding. The Directors agreed to reinstate an annual subscription for member colleges for 2024/25. This makes up less than 10.5% of income. The remaining income is derived from the delivery of educational projects funded by the Department for Education, local authorities and district councils, and a small amount of commercial activity.

During the year ending 31 July 2025, FE Sussex recorded a deficit of £39,341 (2024: £79,005 surplus).

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Trustees' Report (continued)

Owing to the nature of the Company's operations and the composition of the Board of Directors and Trustees being drawn from local colleges, it is inevitable that transactions will take place with colleges in which the directors may have an interest. All transactions involving these colleges are conducted at arms length and in accordance with standard procedures.

Review Of Achievements And Performance

The charity's focus in 2024/25 has been the successful completion of the Sussex Local Skills Improvement Fund (LSIF) projects. These projects responded to skills gaps identified within the Local Skills Improvement Plan delivered by the Sussex Chamber of Commerce. The Sussex LSIF project has achieved exceptional success across all three project strands demonstrating remarkable adaptability and innovation. Building on the strong foundations established in 2023-24, the project secured the maximum funding available and successfully delivered all planned outcomes within the 17 month delivery period.

The LSIF has enabled the introduction of a wide range of new digital teaching and learning technologies to be installed for the benefit of Sussex learners, job-seekers, employers and wider communities. 11 cross-campus teaching rooms and 4 BT immersive spaces were installed. Successful delivery of two new careers websites (Careers West Sussex and Careers Brighton & Hove) replicating the successful Careers East Sussex model. These provide uniform pan-Sussex guidance and have been fully integrated into College and Local Authority Systems.

Bodyswaps were significantly expanded from the successful 2023-24 pilot and were installed on all 16 campuses of FE Sussex member colleges. Over 3000 learners have been engaged to date. These technologies facilitate greater learner engagement with usually inaccessible 'real life' environments through virtual reality, and also enable careers events, master classes and qualification delivery to take place across each Sussex college simultaneously.

FE Sussex is particularly proud of launching the 'Landed' app with LSIF funding in March 2025. Over 3000 students registered on the app and engaged in psychometric tests, created CVs and were able to look for work experience opportunities in Sussex. This app matches Sussex job-seekers with locally available vacancies through an algorithm. The app also supports college careers and employability teams to track and support learners job-seeking activity and their destinations. Landed has been designed in collaboration with Sussex learners, college staff and employers, and is tailored towards its locality and Sussex users.

Aside from LSIF project delivery, FE Sussex successfully facilitated a range of member collaborative activity in 2024/25 through its networks and CPD delivery.

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Trustees' Report (continued)

The charity balances a reduction of overheads with delivery of meaningful activity, through a combination of staff homeworking, online meetings, and the delivery of in-person network events for college staff and leaders.

The charity also continues to engage in commercial work when it contracts with organisations of a similar nature to provide educational services where congruent with the charity's mission.

The charity has reasonable financial reserves after all of its liabilities are taken into account. Staffing and other overheads have been carefully controlled and this has enabled the charity to return a deficit.

Public And Community Involvement

The Charity is directly involved with the wider Sussex community and has been in contact with many stakeholders, including universities, local employers and the three local authorities during the delivery of the Sussex Local Skills and Improvement Fund project.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. All members of the public have the opportunity to benefit from the activities of the charity as its aims and purpose is to "advance further education in Sussex and the South East" (for all) through:

- (1) Providing a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing;
- (2) Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- (3) Providing such products and services as will assist Members in the delivery of high quality further education;
- (4) Providing a coordinated resource for the provision of training to Members and their staff;
- (5) Disseminating the results of discussion and research to interested parties; and
- (6) Such other means as the trustees from time to time determine.

In practice, this means any member of the public engaged in Further Education and Training - in its broadest sense - can benefit through a range of activities such as:

- Improvement of teaching and learning for the benefit of all learners on any course in any college;
- Coordination of courses across colleges for the benefit of learners who may be unemployed, hard to reach, NEET etc.
- The securing of project funds to improve resources, facilities and teaching and learning.

Financial Review And Results For The Year

The charity delivered a deficit of £39,341 in 2024-25. Unrestricted reserves at 31.7.25 of £336,259. Trustees remain committed to reducing costs and sourcing new income to support the charities operations.

Bursaries, Scholarships and Accessibility

The Charity does not award bursaries or scholarships.

The charity supports the open access accessibility and aspiration of member colleges through its quality improvement, knowledge exchange and network groups and development programmes.

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Trustees' Report (continued)

Reserves policy

The unrestricted reserves of the charity after all liabilities (with the exception of theoretical redundancy payments due to staff in the event of the charity ceasing to operate) stand at £336,259, which is greater than a year's core operating costs.

The management has examined the requirement for reserves and their level. As a result it has established a policy whereby unrestricted reserves not committed or invested in tangible fixed assets should be equal to or exceed one year of operating expenses. For the year 2024/25 core activity operating expenses totalled (approximately) £222,951 including administration payroll.

Trustees are taking action to reduce these core costs against projected income for 2024-25 to ensure that the Charity remains sustainable.


Members' liabilities

As bound by the Articles of Association of the charity, every member of the charity promises, if the charity is dissolved while he or she or is a member or within twelve months after he or she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her or it towards the payment of the debts and liabilities of the charity incurred before he or she or it ceases to be a member, and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

Future Developments

The annual and three year business planning cycles of the charity are used to determine future developments. Trustees plan to continue to provide services to member colleges which are congruent with the key objectives of the charity. It is anticipated that greater emphasis will be placed upon cooperation with local employers, local government and universities as a result of the new Government's aims of increased devolution and collaboration around skills provision. There is high-uncertainty over future rounds of the high-value Department for Education funding (SDF followed by LSIF), on which FE Sussex has relied over recent years, or whether similar opportunities will be available to FE Sussex. The Government's imminent Devolution White Paper and Skills Strategies will bring clarity, and level and mode of operation of the charity's activities will be adjusted accordingly.

Approved by the Board of Trustees at its meeting on 20 April 2026 and signed on its behalf by:


Rebecca Conroy

Chair

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Independent Examiner's Report

Independent examiner's report to the trustees of FE Sussex ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 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 your company's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Association of Chartered Certified Accountants, 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:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 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; or
- 4 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.



Sarah Alexander FCCA FCA
Lewis Brownlee (Chichester) Limited
Chartered Accountants
Appledram Barns
Birdham Road
Chichester
West Sussex
PO20 7EQ

Date: 29 April 2026

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Statement Of Financial Activities (incorporating an Income and Expenditure Account) for the year ended
31 July 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income and emoluments from:					
Membership fees	3	52,094	-	52,094	49,500
Charitable activities	4	424,923	-	424,923	528,559
Investment income	5	20,259	-	20,259	8,486
Total		497,276	-	497,276	586,545
Expenditure on:					
Charitable activities	6	534,397	-	534,397	505,260
Governance costs	7	2,220	-	2,220	2,280
Total		536,617	-	536,617	507,540
Net movement in funds		(39,341)	-	(39,341)	79,005
Reconciliation of funds:					
Total funds brought forward	13	375,600	93,930	469,530	390,525
Total funds carried forward	13	336,259	93,930	430,189	469,530

All of the activities are continuing.

There is no difference between net income for the year stated above and its historical cost equivalent.

31 July 2025

	Note	2025 £	2024 £
Fixed Assets			
Tangible Assets	10	1,112	666
Current Assets			
Debtors			
Cash at bank and in hand	11	796	261,183
		<u>526,302</u>	<u>701,860</u>
Creditors:		<u>527,098</u>	<u>963,043</u>
amounts falling due within one year	12	98,021	494,179
Net current assets		<u>429,077</u>	<u>468,864</u>
Total assets less current liabilities		<u>430,189</u>	<u>469,530</u>
Net Assets		<u>430,189</u>	<u>469,530</u>
Funds			
Restricted Funds	13	93,930	93,930
Unrestricted Funds	13	336,259	375,600
		<u>430,189</u>	<u>469,530</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2025.

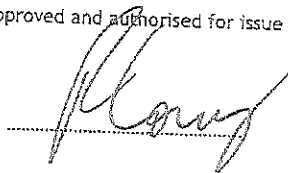
The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2025 in accordance with Section 476 of the Companies Act 2006.

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 at the end of each financial year and of its surplus or deficit for each financial year 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 provisions applicable to charitable companies subject to the small companies regime.

These financial statements were approved and authorised for issue by the board of Trustees on and signed on its behalf by:

Ms R Conroy, Chair



28-4-26

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2025

1 Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of accounting

These financial statements have been prepared in accordance with the Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

In accordance with FRS 102, the company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

The financial statements have been prepared on a going concern basis as the members are satisfied that the charity will have adequate resources to meet its liabilities as they fall due for a period of at least 12 months from the date of signing of these financial statements.

Company status

The charity is a company limited by guarantee not having a share capital. The members of the company are the trustees named on page 2. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

Incoming resources

Income is the total amount receivable by the Charity in the ordinary course of the Charity's activities with outside customers for services provided, excluding VAT and trade discounts where applicable.

Income from grants, contracts, membership fees and other services rendered is included to the extent of the completion of the contract or service concerned.

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Notes on financial statements for the year ended 31 July 2025

1 Accounting Policies (continued)

Resources expended

Resources expended are accounted for on an accruals basis.

Expenditure is analysed into such categories as to reasonably enable the user to gain an appreciation of the Charity's expenditure during the year.

Governance costs comprise the cost of running the Charity, including strategic planning for its future development, also external independent examination, any legal advice and costs of complying with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.

Cost represents purchase price together with any incidental costs of acquisition.

Depreciation

Depreciation is calculated to write down the cost of all tangible assets by equal annual instalments over their expected useful economic lives.

The rates generally applicable are:

Computer Equipment - 33.3% Straight line

Fund Accounting

Unrestricted funds are defined as income realised or generated for the objectives of the Charity without further specified purpose and which are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure which meets these criteria, will be identified to the fund.

Designated funds are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Funds transfers

Resources are transferred from Unrestricted Funds to Restricted Funds where expenditure meeting the criteria laid down by a donor of restricted income exceeds this income.

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Notes on financial statements for the year ended 31 July 2025

1 Accounting Policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of future receipts discounted at a market rate of interest.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Interest receivable

All income from short-term deposits is credited to the profit and loss account in the period in which it is earned on a receivable basis.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

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Notes on financial statements for the year ended 31 July 2025**3 Membership fees**

Membership fee income represents payments made by member Colleges to the charity for the provision of:

- Providing a forum for Members to exchange ideas and information, to develop and share best practice to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- Providing such products and services as will assist Members in the delivery of high quality further education;
- Providing a resource for the provision of training to Members and their staff;
- Disseminating the results of discussion and research to interested parties; and
- Such other means as the trustees from time to time determine.

4 Additional charitable activities

	2025	2024
	£	£
Consultancy activities	7,960	4,040
Collaborative activity	416,963	524,519
	<u>424,923</u>	<u>528,559</u>

5 Investment Income

	2025	2024
	£	£
Interest received on cash deposits	<u>20,259</u>	<u>8,486</u>

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Notes on financial statements for the year ended 31 July 2025

6 Breakdown of cost of charitable activities

	2025		2024
	£		£
Additional Charity Activities			
Consultancy activities			
Non Pay	3,719		7,381
Bad Debts	-		-
	<u>3,719</u>		<u>7,381</u>
		3,719	
			7,381
Collaborative activity			
Non Pay	309,947		315,774
Bad Debts	-		-
	<u>309,947</u>		<u>315,774</u>
		309,947	
			315,774
	<u>313,666</u>		<u>323,155</u>
General Administration			
Administration costs	220,378		165,857
Staff costs	-		16,188
Depreciation	353		60
	<u>220,731</u>		<u>182,105</u>
Total operating costs	<u>534,397</u>		<u>505,260</u>

7 Governance costs

	2025		2024
	£		£
Independent examiners' Remuneration			
Independent examination fees	1,810		1,880
Taxation compliance services	410		400
	<u>2,220</u>		<u>2,280</u>

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Notes on financial statements for the year ended 31 July 2025**8 Staff costs**

	2025	2024
	£	£
Salaries and wages	-	15,240
Other pension costs	-	948
	<u>-</u>	<u>16,188</u>

The only member of staff left partway through 2024. The average number of staff employed by the charity during the year was as follows:

	2025		2024	
	Full time equivalent	Headcount	Full time equivalent	Headcount
Administration	-	-	0.4	0.4
	<u>-</u>	<u>-</u>	<u>0.4</u>	<u>0.4</u>

No employee received emoluments in excess of £60,000 per annum.

Ms J D Clark, a director/trustee who resigned following the year end, was seconded from a member College. Invoices submitted during the year by the member college, including irrecoverable VAT, amounted to:

	2025	2024
	£	£
Seconded salary and associated costs (incl VAT)	145,189	130,890
Invoiced expenses	4,531	2,691
	<u>149,720</u>	<u>133,581</u>

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Notes on financial statements for the year ended 31 July 2025

9 Analysis of resources expended

	Staff costs	Other	2025 Depreciation	Total	2024 Total
	£	£	£	£	£
Charitable Expenditure					
Charity operating costs:					
Project costs	-	313,666	-	313,666	323,155
Administration	-	222,598	353	222,951	184,385
	<u>-</u>	<u>536,264</u>	<u>353</u>	<u>536,617</u>	<u>507,540</u>

10 Tangible fixed assets

	Equipment
	£
Cost	
At 1 August 2024	726
Additions	799
At 31 July 2025	<u>1,525</u>
Depreciation	
At 1 August 2024	60
Depreciation eliminated on disposal	353
At 31 July 2025	<u>413</u>
Net book value	
At 31 July 2025	<u>1,112</u>
At 31 July 2024	<u>666</u>

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2025

11 Debtors

	2025	2024
	£	£
Trade debtors	-	17,335
Prepayments and accrued income	796	243,848
	<u>796</u>	<u>261,183</u>

12 Creditors

Amounts falling due within one year	2025	2024
	£	£
Trade creditors	63,840	71,318
Other creditors	32,012	40,346
Accruals and deferred income	2,169	2,092
Deferred income	-	380,423
	<u>98,021</u>	<u>494,179</u>

13 Statement of funds

	At 1 August 2024	Income	Expenditure	Transfers	At 31 July 2025
	£	£	£	£	£
Unrestricted	<u>375,600</u>	<u>497,276</u>	<u>(536,617)</u>	-	<u>336,259</u>
Restricted	<u>93,930</u>	-	-	-	<u>93,930</u>
Total Funds	<u>469,530</u>	<u>497,276</u>	<u>(536,617)</u>	-	<u>430,189</u>

Comparative movement in funds

	At 1 August 2023	Income	Expenditure	Transfers	At 31 July 2024
	£	£	£	£	£
Unrestricted	<u>296,595</u>	<u>586,545</u>	<u>(507,540)</u>	-	<u>375,600</u>
Restricted	<u>93,930</u>	-	-	-	<u>93,930</u>
Total Funds	<u>390,525</u>	<u>586,545</u>	<u>(507,540)</u>	-	<u>469,530</u>

Restricted funds represents the net assets introduced by member Colleges on incorporation less a donation of £41,742 and is repayable to the Colleges if FE Sussex was wound up at sometime in the future.

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(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2025

14 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible fixed assets	1,112	-	1,112
Current assets	433,168	93,930	527,098
Current liabilities	(98,021)	-	(98,021)
Long term liabilities	-	-	-
Total net assets	<u>336,259</u>	<u>93,930</u>	<u>430,189</u>

15 Taxation

The company is a registered charity and, as such, is exempt from tax under Section 478 of the Corporation Taxes Act 2010, on the basis that income is applied for charitable purposes only.

16 Related Party Transactions

The CEO, Ms J D Clark's is employed by the member College, Chichester College Group, and seconded to the company. Included within non staff costs are £145,189 (2024: £130,889) relating to salary, pension and relevant taxes, including value added tax.

17 Share Capital

The company is limited by guarantee and has no share capital.

The liability of each member in the event of winding-up the company is limited to £10.

18 Capital commitment

There were no capital commitments or contingent liabilities as at 31st July 2025 (2024: £nil).

19 Control

FE Sussex is under the control of the Trustees, as detailed in the Trustees' report.

FE SUSSEX

England & Wales - Charity number 1142705

Accounts

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Financial Statements

for the year ended 31 July 2024

Charity No: 1142705
Company No: 05324410

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

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FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report

The board presents the report and financial statements of FE Sussex for the year ended 31 July 2024. The statements appear in the format required by the 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) (effective 1 January 2019). All trustees are directors, the trustees' report is also a directors' report as required by s.415 of the Companies Act 2006.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association of the Company and the Statement of Recommended Practice - Accounting and Reporting by Charities in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Reference and Administrative Information

FE Sussex Limited is a registered charity number 1142705 and a company limited by guarantee not having a Share Capital, registered in England and Wales, number 05324410.

Registered office: Chichester College
Westgate Fields
Chichester
West Sussex
PO19 1SB

Bankers: Lloyds TSB Bank Plc
10 East Street
Chichester
West Sussex
PO19 1HJ

Solicitors: Irwin Mitchell LLP
Brunel House
21 Brunswick Place
Southampton
Hampshire
SO15 2AQ

Independent examiners of financial statements

Lewis Brownlee (Chichester) Limited
Appledram Barns
Birdham Road
Chichester
West Sussex PO20 7EQ

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Trustees & Directors

The Trustees have all served in office throughout the year and to the date of this report.

Ms K Hucker
Mr J Kerswell
Mr W Baldwin
Mrs D Janson
Mr D Lodge
Mrs R Conroy
Mr A Green
Ms J D Clark

Unless stated above, all of the Trustees are directors of the company, and are referred to as Trustees throughout this report.

The day to day management of the charity is delegated by the Trustees to:

Ms J D Clark

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association which were drawn up on incorporation on 5 January 2005, and amended by special resolution on 14 June 2011. The company was registered as a charity with the Charities Commission on 4 July 2011.

Organisation

The Trustees are responsible for the financial management of the charity. If a vacancy arises the Trustees will ensure that all skills continue to be covered. The main skills/knowledge/experience required are experience at a senior level in further education college management together with knowledge of company legal procedures, financial and project management.

Each member organisation is entitled to appoint one director. The directors may appoint a director by ordinary resolution up to a maximum of 15 directors.

The Trustees are responsible for the education and pastoral care provided by the charity. The day-to-day management was delegated to Ms J D Clark.

Recruitment, induction and training of Trustees

All new Trustees receive induction on a group and on a one to one basis to ensure they are familiar with their duties and responsibilities.

All Trustees are CEOs/principals of the member colleges of FE Sussex with the exception of Ms J D Clark. Some Trustees have been in post longer than three years.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Risk assessment

Formal risk assessment is made to the Trustees on a regular basis in the form of a Risk Register. The charity's activities are low risk. No large advance purchases are made. To keep overheads in line with income, there is one CEO. Historically there has also been a full-time administrator. However, during the year ending 31 July 2024, the post-holder resigned from FE Sussex. No replacement was recruited during the year, in order to keep costs to a minimum and whilst the needs of the organisation were assessed. Other staff are contracted on to contracts and projects as required and dependent on budgets.

Aims, Objectives And Activities

The Charity's main objectives are:

- (1) To promote further education in Sussex and the South East, to provide a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- (2) To represent Members' collective views, and to seek to assist policy and development in further education by all proper means including acting in a lobbying role and providing such products and services as will assist Members in the delivery of high quality further education services; and
- (3) To provide a resource for the provision of CPD, training to Members and their staff and to disseminate the results of discussion, research and development project activities to Sussex colleges and other interested parties.

Significant activities this year contributing to the achievement of the Charity's objectives:

In the past year the charity has:

- Successfully bid for a large injection of funding from the DfE Learning and Skills Improvement Fund;
- Led a multi-strand project to digitally transform teaching and learning, careers and employability provision across all Sussex colleges;
- Provided meetings for the exchange and peer grouping of college CEOs and Principals;
- Delivered the strategic object of influencing national and local skills agendas, through engagement with elected policymakers and senior local authority staff;
- Led a pan-Sussex approach to SEND high needs funding, and the colleges' involvement in the Government-funded SEND and AP Change Programme;
- Reviewed the networks for teachers and senior support staff to deliver up-to-date and relevant peer support.
- Partnered with Higher Education Institutions and national providers to deliver tailored CPD to senior leaders at minimal cost to the colleges.

Principal funding sources and expenditure supporting the key objectives

The Charity's income is made up from a diverse range of sources. The Directors agreed to reinstate an annual subscription for member colleges for 2023/24. This makes up less than 8.5% of income. The remaining income is derived from the delivery of educational projects funded by the Department for Education, local authorities and district councils, and a small amount of commercial activity.

During the year ending 31 July 2024, FE Sussex recorded a surplus of £79,005.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Owing to the nature of the Charity's operations and the composition of the Board of Directors and Trustees being drawn from local colleges, it is inevitable that transactions will take place with colleges in which the directors may have an interest. All transactions involving these colleges are conducted at arms length and in accordance with standard procedures.

Review Of Achievements And Performance

The charity's focus in 2023/24 has been the delivery of the Sussex Local Skills Improvement Fund (LSIF) projects. These projects responded to skills gaps identified within the Local Skills Improvement Plan delivered by the Sussex Chamber of Commerce. Conceiving the £4.5m projects was challenging due to a constrained delivery timetable and the structure of the available funding, which was predominantly capital. Despite this, we are delighted that FE Sussex is on course to secure the maximum amount of LSIF funding available to its member colleges and achieve the challenging KPIs.

A significant achievement this year has been the engagement and funding of all seven member colleges through LSIF. Previously, the Sixth Form Colleges have not all been involved in similar projects, and FE Sussex's successful coordination of a collaborative approach to engaging Further Education and Sixth Form Colleges has been noted by national stakeholders including the Department for Education.

The LSIF has enabled the introduction of a wide range of new digital teaching and learning technologies to be installed for the benefit of Sussex learners, job-seekers, employers and wider communities. These technologies include new careers websites for learners, job-seekers, and career changers in West Sussex and Brighton and Hove, that mirror the successful Careers East Sussex site. Bodyswaps which enables learners to participate in virtual reality job interviews and employability training has been introduced across all Sussex colleges. Immersive classrooms and shared teaching technology have been installed in all fifteen FE Sussex member campuses. These technologies facilitate greater learner engagement with usually inaccessible 'real life' environments through virtual reality, and also enable careers events, master classes and qualification delivery to take place across each Sussex college simultaneously.

FE Sussex is particularly proud of developing 'Landed' with LSIF funding. A genuinely collaborative project, Landed is an app that matches Sussex job-seekers with locally available vacancies through an algorithm. The app also supports college careers and employability teams to track and support learners job-seeking activity and their destinations. Landed has been designed in collaboration with Sussex learners, college staff and employers, and is tailored towards its locality and Sussex users.

An important outcome of the ongoing and successful delivery of the LSIF project is the development of relationships with Local Authorities, Sussex Chambers of Commerce, Universities, and elected representatives. This has resulted in an excellent basis on which to build in 2024/25, when stakeholder engagement will be vital in order to align FE Sussex and its members with new Government policy.

Aside from LSIF project delivery, FE Sussex successfully facilitated a range of member collaborative activity in 2023/24 through its networks and CPD delivery. A review of the FE Sussex Networks saw the introduction of pan-Sussex college staff coming together to share effective practice on a range of activity from AI, leadership training, safeguarding, and college governance. Relationships with the University of Portsmouth and the FE Women's Leadership Network led to opportunities for members' senior leaders to benefit from CPD on Mental Wellbeing for FE Leaders, and a 'Redefining Your Leadership' programme. Delivered as pilots at no- or low-cost, the high quality of these programmes was reflected in superb feedback from participants.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

The charity balances a reduction of overheads with delivery of meaningful activity, through a combination of staff homeworking, online meetings, and the delivery of in-person network events for college staff and leaders.

The charity also continues to engage in commercial work when it contracts with organisations of a similar nature to provide educational services where congruent with the charity's mission.

The charity has reasonable financial reserves after all of its liabilities are taken into account. Staffing and other overheads have been carefully controlled and this has enabled the charity to return a surplus.

Public And Community Involvement

The Charity is directly involved with the wider Sussex community and has been in contact with many stakeholders, including universities, local employers and the three local authorities during the delivery of the Sussex Local Skills and Improvement Fund project.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. All members of the public have the opportunity to benefit from the activities of the charity as its aims and purposes to "advance further education in Sussex and the South East" (for all) through:

- (1) Providing a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing;
- (2) Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- (3) Providing such products and services as will assist Members in the delivery of high quality further education;
- (4) Providing a coordinated resource for the provision of training to Members and their staff;
- (5) Disseminating the results of discussion and research to interested parties; and
- (6) Such other means as the trustees from time to time determine.

In practice, this means any member of the public engaged in Further Education and Training - in its broadest sense - can benefit through a range of activities such as:

- Improvement of teaching and learning for the benefit of all learners on any course in any college;
- Coordination of courses across colleges for the benefit of learners who may be unemployed, hard to reach, NEET etc.
- The securing of project funds to improve resources, facilities and teaching and learning.

Financial Review And Results For The Year

A surplus of £79,005, contributing to reserves of £375,600 will enable the charity to enter into 2024/25 positively. The charity's financial health will enable FE Sussex to successfully conclude delivery of the Local Skills Improvement Fund projects and play a vital role in shaping its members' collective response and influencing the local landscape resulting from the new Government's focuses on devolution and collaboration on skills provision.

Bursaries, Scholarships and Accessibility

The Charity does not award bursaries or scholarships.

The charity supports the open access accessibility and aspiration of member colleges through its quality improvement, knowledge exchange and network groups and development programmes

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Reserves policy

The reserves of the charity after all liabilities (with the exception of theoretical redundancy payments due to staff in the event of the charity ceasing to operate) stand at £375,600, which is greater than a year's core operating costs.

The management has examined the requirement for reserves and their level. As a result it has established a policy whereby unrestricted reserves not committed or invested in tangible fixed assets should be equal to or exceed one year of operating expenses. For the year 2023/24 core activity operating expenses totalled (approximately) £184,325 including administration payroll. The management of the charity are confident that, at this level, even if all income to the charity ceased, the core activities of the charity could continue for a period of up to 24 months.

Members' liabilities

As bound by the Articles of Association of the charity, every member of the charity promises, if the charity is dissolved while he or she or is a member or within twelve months after he or she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her or it towards the payment of the debts and liabilities of the charity incurred before he or she or it ceases to be a member, and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

Future Developments

The annual and three year business planning cycles of the charity are used to determine future developments. Trustees plan to continue to provide services to member colleges which are congruent with the key objectives of the charity. It is anticipated that greater emphasis will be placed upon cooperation with local employers, local government and universities as a result of the new Government's aims of increased devolution and collaboration around skills provision. There is high-uncertainty over future rounds of the high-value Department for Education funding (SDF followed by LSIF), on which FE Sussex has relied over recent years, or whether similar opportunities will be available to FE Sussex. The Government's imminent Devolution White Paper and Skills Strategies will bring clarity, and level and mode of operation of the charity's activities will be adjusted accordingly.

Approved by the Board of Trustees at its meeting on 19 March 2025 and signed on its behalf by:



Mr J Kerswell
Chair

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Independent Examiner's Report

Independent examiner's report to the trustees of FE Sussex ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 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

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:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 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; or
- 4 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.



Sarah Alexander FCCA FCA
Lewis Brownlee
(Chichester) Limited
Appledram Barns
Birdham Road
Chichester
West Sussex
PO20 7EQ

29 April 2025

Date:

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Statement Of Financial Activities (incorporating an Income and Expenditure Account) for the year ended
31 July 2024

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income and emoluments from:					
Membership fees	3	49,500	-	49,500	7,056
Charitable activities	4	528,559	-	528,559	191,532
Investment income	5	8,486	-	8,486	-
Total		586,545	-	586,545	198,588
Expenditure on:					
Charitable activities	6	505,260	-	505,260	260,801
Governance costs	7	2,280	-	2,280	1,800
Total		507,540	-	507,540	262,601
Net movement in funds		79,005	-	79,005	(64,013)
Reclassification of liabilities					93,930
Reconciliation of funds:					
Total funds brought forward	13	296,595	93,930	390,525	360,608
Total funds carried forward	13	469,530		469,530	390,525

All of the activities are continuing.

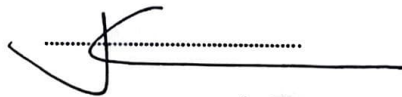
There is no difference between net income for the year stated above and its historical cost equivalent.

Balance Sheet as at 31 July 2024

	Note	2024 £	2023 (restated) £
Fixed Assets			
Tangible Assets	10	666	-
Current Assets			
Debtors	11	261,183	24,412
Cash at bank and in hand		701,860	502,194
		<u>963,043</u>	<u>526,606</u>
Creditors:			
amounts falling due within one year	12	494,179	136,081
Net current assets		<u>468,864</u>	<u>390,525</u>
Total assets less current liabilities		<u>469,530</u>	<u>390,525</u>
Net Assets		<u>469,530</u>	<u>390,525</u>
Funds			
Restricted Funds	13	93,930	93,930
Unrestricted Funds	13	375,600	296,595
		<u>469,530</u>	<u>390,525</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. These financial statements were approved and authorised for issue by the board of Trustees on and signed on its behalf by:

Mr J Kerswell, Chair



MS J D Clark, Director



FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024

1 Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of accounting

These financial statements have been prepared in accordance with the Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

In accordance with FRS 102, the company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

The financial statements have been prepared on a going concern basis as the members are satisfied that the charity will have adequate resources to meet its liabilities as they fall due for a period of at least 12 months from the date of signing of these financial statements.

Company status

The charity is a company limited by guarantee not having a share capital. The members of the company are the trustees named on page 2. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

Incoming resources

Income is the total amount receivable by the Charity in the ordinary course of the Charity's activities with outside customers for services provided, excluding VAT and trade discounts where applicable.

Income from grants, contracts, membership fees and other services rendered is included to the extent of the completion of the contract or service concerned.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)

1 Accounting Policies (continued)

Resources expended

Resources expended are accounted for on an accruals basis.

Expenditure is analysed into such categories as to reasonably enable the user to gain an appreciation of the Charity's expenditure during the year.

Governance costs comprise the cost of running the Charity, including strategic planning for its future development, also external independent examination, any legal advice and costs of complying with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.

Cost represents purchase price together with any incidental costs of acquisition.

Depreciation

Depreciation is calculated to write down the cost of all tangible assets by equal annual instalments over their expected useful economic lives.

The rates generally applicable are:

Computer Equipment - 33.3% Straight line

Fund Accounting

Unrestricted funds are defined as income realised or generated for the objectives of the Charity without further specified purpose and which are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure which meets these criteria, will be identified to the fund.

Designated funds are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Funds transfers

Resources are transferred from Unrestricted Funds to Restricted Funds where expenditure meeting the criteria laid down by a donor of restricted income exceeds this income.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)

1 Accounting Policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of future receipts discounted at a market rate of interest.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Interest receivable

All income from short-term deposits is credited to the profit and loss account in the period in which it is earned on a receivable basis.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)**3 Membership fees**

Membership fee income represents payments made by member Colleges to the charity for the provision of:

- Providing a forum for Members to exchange ideas and information, to develop and share best practice to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- Providing such products and services as will assist Members in the delivery of high quality further education;
- Providing a resource for the provision of training to Members and their staff;
- Disseminating the results of discussion and research to interested parties; and
- Such other means as the trustees from time to time determine.

4 Additional charitable activities

	2024	2023
	£	£
Consultancy activities	4,040	49,132
Collaborative activity	524,519	142,400
	<u>528,559</u>	<u>191,532</u>

5 Investment Income

	2024	2023
	£	£
Interest received on cash deposits	<u>8,486</u>	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)

6 Breakdown of cost of charitable activities

	2024	2023
	£	£
Additional Charity Activities		
Consultancy activities		
Non Pay	7,381	62,922
Bad Debts	-	-
	7,381	62,922
Collaborative activity		
Non Pay	315,774	47,552
Bad Debts	-	-
	315,774	47,552
	323,155	110,474
General Administration		
Administration costs	165,857	110,755
Staff costs	16,188	39,572
Depreciation	60	-
	182,105	150,327
Total operating costs	505,260	260,801

7 Governance costs

	2024	2023
	£	£
Independent examiners' Remuneration		
Independent examination fees	1,880	1,464
Taxation compliance services	400	336
	2,280	1,800

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)**8 Staff costs**

	2024	2023
	£	£
Salaries and wages	15,240	37,259
Other pension costs	948	2,313
	<u>16,188</u>	<u>39,572</u>

The average number of staff employed by the charity (including staff seconded from member Colleges) during the year were as follows:

	2024		2023	
	Full time equivalent	Headcount	Full time equivalent	Headcount
Administration	1.4	1.4	1.9	1.9
	<u>1.4</u>	<u>1.4</u>	<u>1.9</u>	<u>1.9</u>

No employee received emoluments in excess of £60,000 per annum.

Key Management Personnel

Mr T Strickland, a director/trustee up to 5th October 2022, was remunerated in respect of his services to the charity. Invoices are submitted for consultancy and expenses related to the delivery of various projects. Invoices raised up to 5th October 2022, amounted to:

	2024	2023
	£	£
Invoiced consultancy fees	-	6,750
Invoiced expenses	-	90
	<u>-</u>	<u>6,840</u>

Ms J D Clark, a director/trustee from 24th October 2022, was seconded from a member College. Invoices submitted during the year by the member college, including irrecoverable VAT, amounted to:

	2024	2023
	£	£
Seconded salary and associated costs (incl VAT)	130,890	93,786
Invoiced expenses	2,691	1,386
	<u>133,581</u>	<u>95,172</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)

9 Analysis of resources expended

	2024				2023
	Staff costs	Other	Depreciation	Total	Total
	£	£	£	£	£
Charitable Expenditure					
Charity operating costs:					
Project costs	-	323,155	-	323,155	110,474
Administration	16,188	168,137	60	184,385	152,127
	<u>16,188</u>	<u>491,292</u>	<u>60</u>	<u>507,540</u>	<u>262,601</u>

10 Tangible fixed assets

	Equipment
	£
Cost	
At 1 August 2023	1,469
Additions	726
Disposals	(1,469)
At 31 July 2024	<u>726</u>
Depreciation	
At 1 August 2023	1,469
Depreciation eliminated on disposal	(1,469)
Charge for year	60
At 31 July 2024	<u>60</u>
Net book value	
At 31 July 2024	<u>666</u>
At 31 July 2023	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)**11 Debtors**

	2024	2023
	£	£
Trade debtors	17,335	25
Prepayments and accrued income	243,848	24,387
	<u>261,183</u>	<u>24,412</u>

12 Creditors

Amounts falling due within one year		2024	2023
		£	£
Trade creditors		71,318	33,447
Other creditors		40,346	92,767
Accruals and deferred income		2,092	8,959
Other taxes and social security		-	908
Deferred income		380,423	-
		<u>494,179</u>	<u>136,081</u>

Amounts falling due after more than one year

Amounts falling due in more than one year have been restated as restricted funds for 2023

13 Statement of funds

	At 1 August 2023	Income	Expenditure	Transfers	At 31 July 2024
	£	£	£	£	£
Unrestricted	<u>296,595</u>	<u>586,545</u>	<u>(507,540)</u>	-	<u>375,600</u>
Restricted	<u>93,930</u>	-	-	-	<u>93,930</u>
Total Funds	<u>390,525</u>	<u>586,545</u>	<u>(507,540)</u>	-	<u>469,530</u>

Restricted funds represents the net assets introduced by member Colleges on incorporation less a donation of £41,742 and is repayable to the Colleges if FE Sussex was wound up at sometime in the future.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2024 (continued)**14 Analysis of net assets between funds**

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Tangible fixed assets	666	-	666
Current assets	963,043	-	963,043
Current liabilities	(494,179)	-	(494,179)
Long term liabilities	-	-	-
Total net assets	<u>469,530</u>	<u>-</u>	<u>469,530</u>

15 Taxation

The company is a registered charity and, as such, is exempt from tax under Section 478 of the Corporation Taxes Act 2010, on the basis that income is applied for charitable purposes only.

16 Related Party Transactions

The CEO, Ms J D Clark's is employed by the member College, Chichester College Group, and seconded to the company. Included within non staff costs are £130,889 (2023: £93,786) relating to salary, pension and relevant taxes, including value added tax.

17 Share Capital

The company is limited by guarantee and has no share capital.

The liability of each member in the event of winding-up the company is limited to £10.

18 Capital commitment

There were no capital commitments or contingent liabilities as at 31st July 2024 (2023: £nil).

19 Control

FE Sussex is under the control of the Trustees, as detailed in the Trustees' report.

FE SUSSEX

England & Wales - Charity number 1142705

Accounts

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Financial Statements
for the year ended 31 July 2023

Charity No: 1142705
Company No: 05324410

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

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FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report

The board presents the report and financial statements of FE Sussex for the year ended 31 July 2023. The statements appear in the format required by the 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) (effective 1 January 2019). All trustees are directors, the trustees' report is also a directors' report as required by s.415 of the Companies Act 2006.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association of the Company and the Statement of Recommended Practice - Accounting and Reporting by Charities in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Reference and Administrative Information

FE Sussex Limited is a registered charity number 1142705 and a company limited by guarantee not having a Share Capital, registered in England and Wales, number 05324410.

Registered office:	Chichester College Westgate Fields Chichester West Sussex PO19 1SB	Business address:	Plumpton College Ditchling Road Nr. Lewes East Sussex BN7 3AE
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Bankers:	Lloyds TSB Bank Plc 10 East Street Chichester West Sussex PO19 1HJ	Solicitors:	Irwin Mitchell LLP Brunel House 21 Brunswick Place Southampton Hampshire SO15 2AQ
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Independent examiners of financial statements

Sheen Stickland - PEH Wright FCA DChA
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Trustees & Directors

The Trustees have all served in office throughout the year and to the date of this report.

Ms K Hucker	
Mr J Kerswell	
Mr W Baldwin	
Mrs D Janson	
Mr D Lodge	
Mrs R Conroy	
Mr A Green	
Ms J D Clark	Appointed 24th October 2022
Mr T F Strickland	Resigned 5th October 2022
Mr A Cole	Resigned 5th October 2022

Unless stated above, all of the Trustees are directors of the company, and are referred to as Trustees throughout this report.

The day to day management of the charity is delegated by the Trustees to:

Mr T Strickland until September 2022, Ms J D Clark from October 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association which were drawn up on incorporation 5 January 2005, and amended by special resolution on 14 June 2011. The company was registered as a charity with the Charities Commission on 4 July 2011.

Organisation

The Trustees are responsible for the financial management of the charity. If a vacancy arises the Trustees will ensure that all skills continue to be covered. The main skills/knowledge/experience required are experience at a senior level in further education college management together with knowledge of company legal procedures, financial and project management.

Each member organisation is entitled to appoint one director. The directors may appoint a director by ordinary resolution up to a maximum of 15 directors.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

The Trustees are responsible for the education and pastoral care provided by the charity. The day-to-day management was delegated to Mr T Strickland until September 2022, at which point it was delegated to Ms J D Clark.

Recruitment, induction and training of Trustees

Ms J D Clark was appointed as a trustee on 24 October 2022. All new Trustees receive induction on a group and a one to one basis to ensure they are familiar with their duties and responsibilities.

All Trustees are CEOs/principals of the member colleges of FE Sussex with the exception of Ms J D Clark. Some Trustees have been in post longer than three years.

Risk assessment

Formal risk assessment is made to the Trustees on a regular basis in the form of a Risk Register. The charity's activities are low risk. No large advance purchases are made. To keep overheads in line with income, there is one CEO and one administrator. Staffing expenditure is controlled with any other staffing required on a call-off basis with individual contracts relating to the relevant project and budget involved. Rates payable to staff reflect the contract.

Aims, Objectives And Activities

The Trust's main objectives are:

- (1) To promote further education in Sussex and the South East, to provide a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- (2) To represent Members' collective views, and to seek to assist policy and development in further education by all proper means including acting in a lobbying role and providing such products and services as will assist Members in the delivery of high quality further education services; and
- (3) To provide a resource for the provision of CPD, training to Members and their staff and to disseminate the results of discussion, research and development project activities to Sussex colleges and other interested parties.

Significant activities this year contributing to the achievement of the Trust's objectives:

In the past year the trust has:

- Provided meetings for the exchange and peer grouping of college principals;
- Secured grant funding which, on behalf of its member colleges, has enabled the delivery of various education support projects;
 - Successfully bid for a large injection of funding from the DfE Learning and Skills Improvement Funding;
- Provided a whole strategic review of the company as requested by Directors
- Provided events for networks as necessary
- Investigated the use of technology in teaching and learning
- Provided peer support networks for teachers and senior support staff;

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Principal funding sources and expenditure supporting the key objectives

The Charity's income is made up from a diverse range of sources. Directors have continued to suspend the annual subscription of member colleges but have agreed for subscriptions to be reinstated for 2023/24. A planned deficit for 2022-23 was agreed by Trustees.

The percentage of income which is due to full members subscriptions being dropped, comprises of associate member contributions only. This makes up 2% of total income. The remaining income is derived from delivery of educational grant funded projects and commercial activity to assist other colleges and related parties.

Owing to the nature of the Company's operations and the composition of the Board of Directors and Trustees being drawn from local colleges, it is inevitable that transactions will take place with colleges in which the directors may have an interest. All transactions involving these colleges are conducted at arms length and in accordance with standard procedures.

Review Of Achievements And Performance

This year has been a time for change and reflection within FE Sussex. With the new incoming CEO it provided Trustees with the opportunity to review the company and seek a new 3 year plan. Planning the strategic review began at a Trustees workshop in January 2023 and was then continued by Janet Clark throughout the rest of the academic year. Many stakeholders interviews took place and this proved to assist in building wider relations with Universities, Local Authorities, Chambers of Commerce and businesses within Sussex. The final strategy is due to be published in August 2023.

Tim Strickland (outgoing CEO), continued on a consultancy basis to successfully completed the Strategic Development Fund 2 project on behalf of FE Sussex colleges.

A successful application to the Stage 1 of the Local Skills and Improvement Fund means work will continue to complete the application for Stage 2 early in the 2023/24 academic year.

Applications for funding were also successful to finance education research projects such as the Education and Training Foundation Training Need Analysis. The Greener Sussex conference held in July was a great success with with collaborative activities from across all member colleges. A Teacher Encounters event was also held in July 2023 in association with East Sussex County Council.

The charity has shifted all staff activities on line with closure of the office and reduction of overheads.

The Charity also continues to engage in commercial work when it contracts with organisations of a similar nature to provide educational services where congruent with the charity's mission.

The Charity has reasonable financial reserves after all of its liabilities are taken into account. Staffing and other overheads have been carefully controlled and this has enabled the charity to return a small loss during a time when it could have been substantial.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Public And Community Involvement

The Charity is directly involved with the wider Sussex community and has been in contact with many stakeholders regarding the FE Sussex strategic review and their input into the new 3 year company plan. Communication with stakeholders has increased with wider participation between FE Sussex for future project planning for the Local Skills and Improvement Fund and the Local Skills Improvement Plans for Sussex.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. All members of the public have the opportunity to benefit from the activities of the charity as its aims and purpose is to "advance further education in Sussex and the South East" (for all) through:

- (1) Providing a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing;
- (2) Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- (3) Providing such products and services as will assist Members in the delivery of high quality further education;
- (4) Providing a coordinated resource for the provision of training to Members and their staff;
- (5) Disseminating the results of discussion and research to interested parties; and
- (6) Such other means as the trustees from time to time determine.

In practice, this means any member of the public engaged in Further Education and Training - in its broadest sense - can benefit through a range of activities such as:

- Improvement of teaching and learning for the benefit of all learners on any course in any college;
- Coordination of courses across colleges for the benefit of learners who may be unemployed, hard to reach, NEET etc.
- The securing of project funds to improve resources, facilities and teaching and learning.

Financial Review And Results For The Year

A planned deficit has taken place this year (£64,013) as agreed by the board of Directors. This year has been a time of change and reflection within the company with a new incoming CEO and completion of a whole company and stakeholders strategic review to be able to base the 2023/24 on a positive footing.

Bursaries, Scholarships and Accessibility

The Charity does not award bursaries or scholarships

The charity supports the open access accessibility and aspiration of member colleges through its quality improvement, knowledge exchange and network groups and development programmes

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Reserves policy

The reserves of the charity after all liabilities (with the exception of theoretical redundancy payments due to staff in the event of the charity ceasing to operate) stand at £296,595, which is greater than a year's core operating costs. The charity has no fixed assets in the form of IT equipment, it not having been replaced in the past year.

The management has examined the requirement for reserves and their level. As a result it has established a policy whereby unrestricted reserves not committed or invested in tangible fixed assets should be equal to or exceed one year of operating expenses. For the year 2022/23 core activity operating expenses totalled (approximately) £152,127 including administration payroll. The management of the charity are confident that, at this level, even if all income to the charity ceased, the core activities of the charity could continue for a period of up to 24 months.

Trustees recognised the need to ensure reserves held by the Charity are not excessive and have implemented a strategy of using reserves to cover small end of year planned deficits for the next 24 months, in congruence with the aim of ensuring stability and continuity of operation.

Members' liabilities

As bound by the Articles of Association of the charity, every member of the charity promises, if the charity is dissolved while he or she or is a member or within twelve months after he or she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her or it towards the payment of the debts and liabilities of the charity incurred before he or she or it ceases to be a member, and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

Future Developments

The annual and three year business planning cycles of the charity are used to determine future developments. Trustees plan to continue to provide services to member colleges which are congruent with the key objectives of the charity. It is anticipated that greater emphasis will be placed upon cooperation with other sector bodies in the future. Trustees are aware that external funds (available on a competitive basis) for the delivery of educational projects are likely to reduce in number but increase in value. The level and mode of operation of the charity's activities will be adjusted accordingly. Plans to increase the amount of commercial activity to maintain income are continually under development. The current CEO of the Charity is retiring and a replacement has been appointed.

Approved by the Board of Trustees at its meeting on 21 February 2024 and signed on its behalf by:



Mr J Kerswell
Chair

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Independent Examiner's Report

Independent examiner's report to the trustees of FE Sussex ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 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

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:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 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; or
- 4 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.



P E H Wright FCA DChA
Sheen Stickland
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

Date: 21/2/24

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Statement Of Financial Activities (incorporating an Income and Expenditure Account) for the year ended
31 July 2023

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income and emoluments from:					
Membership fees	3	7,056	-	7,056	7,056
Charitable activities	4	191,532	-	191,532	319,545
Investment income	5	-	-	-	-
Total		198,588	-	198,588	326,601
Expenditure on:					
Charitable activities	6	260,801	-	260,801	178,286
Governance costs	7	1,800	-	1,800	1,680
Total		262,601	-	262,601	179,966
Net movement in funds		(64,013)	-	(64,013)	146,635
Reconciliation of funds:					
Total funds brought forward	13	360,608	-	360,608	213,973
Total funds carried forward	13	296,595	-	296,595	360,608

All of the activities are continuing.

There is no difference between net income for the year stated above and its historical cost equivalent.

Balance Sheet as at 31 July 2023

	Note	2023 £	2022 £
Fixed Assets			
Tangible Assets	10	-	-
Current Assets			
Debtors	11	24,412	12,900
Cash at bank and in hand		<u>502,194</u>	<u>472,608</u>
		526,606	485,508
Creditors:			
amounts falling due within one year	12	136,081	30,970
		<u>390,525</u>	<u>454,538</u>
Net current assets			
		<u>390,525</u>	<u>454,538</u>
Total assets less current liabilities			
		<u>390,525</u>	<u>454,538</u>
Creditors:			
amounts falling due after more than one year	12	93,930	93,930
		<u>296,595</u>	<u>360,608</u>
Net Assets			
		<u>296,595</u>	<u>360,608</u>
Funds			
Restricted Funds	13	-	-
Unrestricted Funds	13	296,595	360,608
		<u>296,595</u>	<u>360,608</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. These financial statements were approved and authorised for issue by the board of Trustees on and signed on its behalf by:

Mr J Kerswell, Chair

MS J D Clark, Director



21/2/24,

Notes on financial statements for the year ended 31 July 2023

1 Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of accounting

These financial statements have been prepared in accordance with the Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling , which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

In accordance with FRS 102, the company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

The financial statements have been prepared on a going concern basis as the members are satisfied that the charity will have adequate resources to meet its liabilities as they fall due for a period of at least 12 months from the date of signing of these financial statements.

Company status

The charity is a company limited by guarantee not having a share capital. The members of the company are the trustees named on page 2. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

Incoming resources

Income is the total amount receivable by the Charity in the ordinary course of the Charity's activities with outside customers for services provided, excluding VAT and trade discounts where applicable.

Income from grants, contracts, membership fees and other services rendered is included to the extent of the completion of the contract or service concerned.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)

1 Accounting Policies (continued)

Resources expended

Resources expended are accounted for on an accruals basis.

Expenditure is analysed into such categories as to reasonably enable the user to gain an appreciation of the Charity's expenditure during the year.

Governance costs comprise the cost of running the Charity, including strategic planning for its future development, also external independent examination, any legal advice and costs of complying with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.

Cost represents purchase price together with any incidental costs of acquisition.

Depreciation

Depreciation is calculated to write down the cost of all tangible assets by equal annual instalments over their expected useful economic lives.

The rates generally applicable are:

Computer Equipment - 33.3% Straight line

Fund Accounting

Unrestricted funds are defined as income realised or generated for the objectives of the Charity without further specified purpose and which are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure which meets these criteria, will be identified to the fund.

Designated funds are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Funds transfers

Resources are transferred from Unrestricted Funds to Restricted Funds where expenditure meeting the criteria laid down by a donor of restricted income exceeds this income.

Notes on financial statements for the year ended 31 July 2023 (continued)

1 Accounting Policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of future receipts discounted at a market rate of interest.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Interest receivable

All income from short-term deposits is credited to the profit and loss account in the period in which it is earned on a receivable basis.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)

3 Membership fees

Membership fee income represents payments made by member Colleges to the charity for the provision of:

- Providing a forum for Members to exchange ideas and information, to develop and share best practice to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- Providing such products and services as will assist Members in the delivery of high quality further education;
- Providing a resource for the provision of training to Members and their staff;
- Disseminating the results of discussion and research to interested parties; and
- Such other means as the trustees from time to time determine.

4 Additional charitable activities

	2023	2022
	£	£
Consultancy activities	49,132	7,327
Collaborative activity	142,400	312,218
	<u>191,532</u>	<u>319,545</u>

5 Investment Income

	2023	2022
	£	£
Interest received on cash deposits	<u>-</u>	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)

6 Breakdown of cost of charitable activities

		2023		2022
		£		£
Additional Charity Activities				
Consultancy activities				
	Non Pay	62,922		6,802
	Bad Debts	-		-
		<u>62,922</u>		<u>6,802</u>
Collaborative activity				
	Non Pay	47,552		62,687
	Bad Debts	-		315
		<u>47,552</u>		<u>63,002</u>
		<u>110,474</u>		<u>69,804</u>
Premises				
Rent				
		-		3,000
		<u>-</u>		<u>3,000</u>
General Administration				
Administration costs				
		110,755		67,468
Staff costs				
		39,572		38,014
Depreciation				
		-		-
		<u>150,327</u>		<u>105,482</u>
		<u>260,801</u>		<u>178,286</u>
Total operating costs				

7 Governance costs

	2023	2022
	£	£
Independent examiners' Remuneration		
Independent examination fees	1,464	1,344
Taxation compliance services	336	336
	<u>1,800</u>	<u>1,680</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)**8 Staff costs**

	2023	2022
	£	£
Salaries and wages	37,259	38,014
Other pension costs	2,313	-
	<u>39,572</u>	<u>38,014</u>

The average number of staff employed by the charity (including staff seconded from member Colleges) during the year were as follows:

	2023		2022	
	Full time equivalent	Headcount	Full time equivalent	Headcount
Administration	1.9	1.9	1.0	1.0
	<u>1.9</u>	<u>1.9</u>	<u>1.0</u>	<u>1.0</u>

No employee received emoluments in excess of £60,000 per annum.

Key Management Personnel

Mr T Strickland, a director/trustee up to 5th October 2022, was remunerated in respect of his services to the charity. Invoices are submitted for consultancy and expenses related to the delivery of various projects. Invoices raised up to 5th October 2022, amounted to:

	2023	2022
	£	£
Invoiced consultancy fees	6,750	75,500
Invoiced expenses	90	663
	<u>6,840</u>	<u>76,163</u>

Ms J D Clark, a director/trustee from 24th October 2022, was seconded from a member College. Invoices submitted during the year by the member college, including irrecoverable VAT, amounted to:

	2023	2022
	£	£
Seconded salary and associated costs	93,786	-
Invoiced expenses	1,386	-
	<u>95,172</u>	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)

9 Analysis of resources expended

	2023				2022
	Staff costs	Other	Depreciation	Total	Total
	£	£	£	£	£
Charitable Expenditure					
Charity operating costs:					
Project costs	-	110,474	-	110,474	69,804
Premises	-	-	-	-	3,000
Administration	39,572	112,555	-	152,127	107,162
	<u>39,572</u>	<u>223,029</u>	<u>-</u>	<u>262,601</u>	<u>179,966</u>

10 Tangible fixed assets

	Equipment
	£
Cost	
At 1 August 2022	1,469
At 31 July 2023	<u>1,469</u>
Depreciation	
At 1 August 2022	1,469
At 31 July 2023	<u>1,469</u>
Net book value	
At 31 July 2023	<u>-</u>
At 31 July 2022	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)

11 Debtors

	2023	2022
	£	£
Trade debtors	25	12,900
Prepayments and accrued income	24,387	-
	<u>24,412</u>	<u>12,900</u>

12 Creditors

Amounts falling due within one year		2023	2022
		£	£
Trade creditors		33,447	7,350
Other creditors		92,767	14,049
Accruals and deferred income		8,959	8,672
Other taxes and social security		908	899
		<u>136,081</u>	<u>30,970</u>

Amounts falling due after more than one year		2023	2022
		£	£
Other creditors		93,930	93,930
		<u>93,930</u>	<u>93,930</u>

13 Statement of funds

	At 1 August 2022	Income	Expenditure	Transfers	At 31 July 2023
	£	£	£	£	£
Unrestricted	<u>360,608</u>	<u>198,588</u>	<u>(262,601)</u>	-	<u>296,595</u>
Restricted	<u>-</u>	<u>-</u>	<u>-</u>	-	<u>-</u>
Total Funds	<u>360,608</u>	<u>198,588</u>	<u>(262,601)</u>	-	<u>296,595</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements for the year ended 31 July 2023 (continued)**14 Analysis of net assets between funds**

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	526,606	-	526,606
Current liabilities	(136,081)	-	(136,081)
Long term liabilities	(93,930)	-	(93,930)
Total net assets	296,595	-	296,595

15 Taxation

The company is a registered charity and, as such, is exempt from tax under Section 478 of the Corporation Taxes Act 2010, on the basis that income is applied for charitable purposes only.

16 Related Party Transactions

The CEO, Ms J D Clark's is employed by the member College, Chichester College Group, and seconded to the company. Included within non staff costs are £93,786 (2022: £nil) relating to salary, pension and relevant taxes, including value added tax.

17 Share Capital

The company is limited by guarantee and has no share capital.

The liability of each member in the event of winding-up the company is limited to £10.

18 Capital commitment

There were no capital commitments or contingent liabilities as at 31st July 2023 (2022: £nil).

19 Control

FE Sussex is under the control of the Trustees, as detailed in the Trustees' report.

FE SUSSEX

England & Wales - Charity number 1142705

Accounts

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Financial Statements
for the year ended 31 July 2022

Charity No: 1142705
Company No: 05324410

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

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FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report

The board presents the report and financial statements of FE Sussex for the year ended 31 July 2022. The statements appear in the format required by the 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) (effective 1 January 2019). All trustees are directors, the trustees' report is also a directors' report as required by s.415 of the Companies Act 2006.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association of the Company and the Statement of Recommended Practice - Accounting and Reporting by Charities in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Reference and Administrative Information

FE Sussex Limited is a registered charity number 1142705 and a company limited by guarantee not having a Share Capital, registered in England and Wales, number 05324410.

Registered office:	Chichester College Westgate Fields Chichester West Sussex PO19 1SB	Business address:	Plumpton College Ditchling Road Nr. Lewes East Sussex BN7 3AE
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Bankers:	Lloyds TSB Bank Plc 10 East Street Chichester West Sussex PO19 1HJ	Solicitors:	Irwin Mitchell LLP Brunel House 21 Brunswick Place Southampton Hampshire SO15 2AQ
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Independent examiners of financial statements

Sheen Stickland - PEH Wright FCA DChA
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Trustees & Directors

The Trustees have all served in office throughout the year and to the date of this report.

Ms K Hucker	
Mr T F Strickland	Resigned 5th October 2022
Mrs S Legrave	Resigned 6th October 2021
Mr J Kerswell	
Mr W Baldwin	
Mrs D Janson	
Mr D Lodge	
Mrs R Conroy	
Mr A Cole	Appointed 6th October 2021, resigned 5th October 2022
Mr A Green	Appointed 6th October 2021
Ms J D Clark	Appointed 24th October 2022

Unless stated above, all of the Trustees are directors of the company, and are referred to as Trustees throughout this report.

The day to day management of the charity is delegated by the Trustees to:

Mr T Strickland until September 2022, Ms J D Clark from October 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association which were drawn up on incorporation 5 January 2005, and amended by special resolution on 14 June 2011. The company was registered as a charity with the Charities Commission on 4 July 2011.

Organisation

The Trustees are responsible for the financial management of the charity. If a vacancy arises the Trustees will ensure that all skills continue to be covered. The main skills/knowledge/experience required are experience at a senior level in further education college management together with knowledge of company legal procedures, financial and project management.

Each member organisation is entitled to appoint one director. The directors may appoint a director by ordinary resolution up to a maximum of 15 directors.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

The Trustees are responsible for the education and pastoral care provided by the charity. The day-to-day management was delegated to Mr T Strickland until September 2022, at which point it was delegated to Ms J D Clark.

Recruitment, induction and training of Trustees

Two Trustees were appointed in the year: Andy Cole (06.10.21) and Andrew Green (06.10.21). All new Trustees receive induction on a group and a one to one basis to ensure they are familiar with their duties and responsibilities.

All Trustees are CEOs/principals of the member colleges of FE Sussex with the exception of Mr T Strickland and now Ms J D Clark who are not. Some Trustees have been in post longer than three years.

Risk assessment

Formal risk assessment is made to the Trustees on a regular basis in the form of a Risk Register. The charity's activities are low risk. No advance purchases are made. To keep overheads in line with income, staffing has been adjusted to a call-off basis with the exception of 1 FTE administrator. Staffing expenditure is therefore controlled to be proportionate to individual contract and core operating requirements. Rates payable to staff reflect the budgets of each contract entered into.

AIMS, OBJECTIVES AND ACTIVITIES

The Charity's main objectives are:

- (1) To promote further education in Sussex and the South East, to provide a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- (2) To represent Members' collective views, and to seek to assist policy and development in further education by all proper means including acting in a lobbying role and providing such products and services as will assist Members in the delivery of high quality further education services; and
- (3) To provide a resource for the provision of CPD, training to Members and their staff and to disseminate the results of discussion, research and development project activities to Sussex colleges and other interested parties.

Significant activities this year contributing to the achievement of the Charity's objectives:

In the past year the charity has:

- Provided meetings and forums for the exchange and peer grouping of college principals;
- Secured grant funding which, on behalf of its member colleges, has enabled the delivery of various education support projects;
 - Successfully bid for a large injection of funding to pilot learning and skills improvement funding;
- Provided quality improvement in the quality of teaching and learning;
- Provided support for individual college inspection preparation;
- Investigated the use of technology in teaching and learning and staff CPD;
- Provided peer support networks for teachers and senior support staff;
- Provided a communications platform to promote the reputation of the Further Education colleges in

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Principal funding sources and expenditure supporting the key objectives

The Charity's income is made up from a diverse range of sources. Directors have continued to suspend the annual subscription of member colleges and have agreed for this policy to be revisited in the forthcoming year 2022/23. Resulting from this, the percentage of income which is due to subscriptions has dropped, it now comprising that from associate member contributions. This makes up 2% of total income. The remaining 98% per cent is derived from the following:

Collaborative activity which includes:

- Delivery of educational quality improvement projects
- Grant funded projects - for example research into improving the teaching and learning of vocational students
- Commercial activity to assist other colleges and related parties

Owing to the nature of the Company's operations and the composition of the Board of Directors and Trustees being drawn from local colleges, it is inevitable that transactions will take place with colleges in which the directors may have an interest. All transactions involving these colleges are conducted at arms length and in accordance with standard procedures.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

The year has been an extremely successful one for the Charity leading to a surplus of over £146,000 for the year. This is largely due to the successful application to the local skills improvement fund for monies to implement pilot projects responding to the requirement of employers for bite sized local qualifications and training to solve immediate workforce skill shortages. This initiative is known as the Skills Development Fund.

Applications for funding were also successful to finance education research projects such as T Levels, international client requests, and the South East Local Enterprise Partnership's Become a Lecturer initiative. The charity delivered a wide range of quality improvement workshops, subject-specific professional development forums and Professional Exchange Networks (PEN's). All projects have been delivered to budget and time and for the benefit of member colleges and the wider FE sector. Collaborative activities to improve the value for money provided by member colleges have continued.

The charity has shifted all activities on line and through this reduced overheads to a minimum. This policy will continue next year with virtualisation of the Charity's office.

The Charity also continues to engage in commercial work when it contracts with organisations of a similar nature to provide educational services where congruent with the charity's mission.

The Charity has reasonable financial reserves after all of its liabilities are taken into account. Staffing and other overheads have been carefully controlled.

PUBLIC AND COMMUNITY INVOLVEMENT

The Charity is directly involved with the wider Sussex community through its delivery of CPD to tutors and support staff of all learners attending post-16 colleges in Sussex. Additionally, working with the South East Local Enterprise Partnership as leader of the 'Become-a-lecturer' project has enabled out-reach to a wide range of potential teachers. Engagement with employers has been via the Skills Development Fund pilot project and this activity will continue in round two next year.

In addition, the Charity works with various other community groups. An example of this is the Safeguarding Network which is an initiative to develop safeguarding practices, policies and procedures for use in main-stream FE colleges and other educational groups (eg universities and language schools). The initiative impacts on the wider community through the involvement of Sussex Police and also the Prevent agenda.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

All members of the public have the opportunity to benefit from the activities of the charity as its aims and purpose is to "advance further education in Sussex and the South East" (for all) through:

- (1) Providing a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing;
- (2) Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- (3) Providing such products and services as will assist Members in the delivery of high quality further education;
- (4) Providing a coordinated resource for the provision of training to Members and their staff;
- (5) Disseminating the results of discussion and research to interested parties; and
- (6) Such other means as the trustees from time to time determine.

In practice, this means any member of the public engaged in Further Education and Training - in its broadest sense - can benefit through a range of activities such as:

- Improvement of teaching and learning for the benefit of all learners on any course in any college;
- Coordination of courses across colleges for the benefit of learners who may be unemployed, hard to reach, NEET etc.
- The securing of project funds to improve resources, facilities and teaching and learning.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Income for the year increased by £192,276 when compared with the previous year. This was planned by directors and reflects involvement in the Strategic Development Fund project.

Operating expenses are continually adjusted to reflect income and ensure viable operation.

Bursaries, Scholarships and Accessibility

The Charity does not award bursaries or scholarships but did administer bursaries on behalf of the Local of member colleges through its quality improvement, knowledge exchange and peer group development programmes.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Reserves policy

The reserves of the charity after all liabilities (with the exception of theoretical redundancy payments due to staff in the event of the charity ceasing to operate) stand at £360,608 which is greater than a year's core operating costs. The charity has no fixed assets in the form of IT equipment, it not having been replaced in the past year.

The management has examined the requirement for reserves and their level. As a result it has established a policy whereby unrestricted reserves not committed or invested in tangible fixed assets should be equal to or exceed one year of operating expenses. For the year 2021/22 core activity operating expenses totalled £107,162 including administration payroll. The management of the charity are confident that, at this level, even if all income to the charity ceased, the core activities of the charity could continue for a period of up to 24 months.

Trustees recognised the need to ensure reserves held by the Charity are not excessive and have implemented a strategy of using reserves to cover small end of year planned losses for the next 24 months, in congruence with the aim of ensuring stability and continuity of operation.

Members' liabilities

As bound by the Articles of Association of the charity, every member of the charity promises, if the charity is dissolved while he or she or is a member or within twelve months after he or she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her or it towards the payment of the debts and liabilities of the charity incurred before he or she or it ceases to be a member, and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

FUTURE DEVELOPMENTS

The annual and three year business planning cycles of the charity are used to determine future developments. Trustees plan to continue to provide services to member colleges which are congruent with the key objectives of the charity. It is anticipated that greater emphasis will be placed upon cooperation with other sector bodies in the future. Trustees are aware that external funds (available on a competitive basis) for the delivery of educational projects are likely to reduce in number but increase in value. The level and mode of operation of the charity's activities will be adjusted accordingly. Plans to increase the amount of commercial activity to maintain income are continually under development. The current CEO of the Charity is retiring and a replacement has been appointed.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Independent Examiner's Report

Independent examiner's report to the trustees of FE Sussex ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 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

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:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 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; or
- 4 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.



P E H Wright FCA DChA
Sheen Stickland
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

Date: 9 March 2023

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Statement Of Financial Activities

(incorporating an Income and Expenditure Account)

for the year ended 31 July 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income and emoluments from:					
Membership fees	3	7,056	-	7,056	7,056
Charitable activities	4	319,545	-	319,545	127,269
Investment income	5	-	-	-	-
Total		<u>326,601</u>	<u>-</u>	<u>326,601</u>	<u>134,325</u>
Expenditure on:					
Charitable activities	6	178,286	-	178,286	158,046
Governance costs	7	1,680	-	1,680	1,680
Total		<u>179,966</u>	<u>-</u>	<u>179,966</u>	<u>159,726</u>
Net movement in funds		146,635	-	146,635	(25,401)
Reconciliation of funds:					
Total funds brought forward	13	213,973	-	213,973	239,374
Total funds carried forward	13	<u>360,608</u>	<u>-</u>	<u>360,608</u>	<u>213,973</u>

All of the activities are continuing.

There is no difference between net income for the year stated above and its historical cost equivalent.

Balance Sheet
 At 31 July 2022

	Note	2022 £	2021 £
Fixed Assets			
Tangible Assets	10	-	-
Current Assets			
Debtors	11	12,900	41,097
Cash at bank and in hand		472,608	278,900
		<u>485,508</u>	<u>319,997</u>
Creditors:			
amounts falling due within one year	12	30,970	12,094
		<u>454,538</u>	<u>307,903</u>
Net current assets		<u>454,538</u>	<u>307,903</u>
Total assets less current liabilities		<u>454,538</u>	<u>307,903</u>
Creditors:			
amounts falling due after more than one year	12	93,930	93,930
		<u>360,608</u>	<u>213,973</u>
Net Assets		<u>360,608</u>	<u>213,973</u>
Funds			
Restricted Funds	13	-	-
Unrestricted Funds	13	360,608	213,973
		<u>360,608</u>	<u>213,973</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. These financial statements were approved and authorised for issue by the board of Trustees on and signed on its behalf by:

Mr J Kerswell, Chair

MS J D Clark, Director

9th March 2023

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements

For the year ended 31 July 2022

1 Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of accounting

These financial statements have been prepared in accordance with the Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

In accordance with FRS 102, the company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

The financial statements have been prepared on a going concern basis as the members are satisfied that the charity will have adequate resources to meet its liabilities as they fall due for a period of at least 12 months from the date of signing of these financial statements.

Company status

The charity is a company limited by guarantee not having a share capital. The members of the company are the trustees named on page 2. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

Incoming resources

Income is the total amount receivable by the Charity in the ordinary course of the Charity's activities with outside customers for services provided, excluding VAT and trade discounts where applicable.

Income from grants, contracts, membership fees and other services rendered is included to the extent of the completion of the contract or service concerned.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022 (continued)

1 Accounting Policies (continued)

Resources expended

Resources expended are accounted for on an accruals basis.

Expenditure is analysed into such categories as to reasonably enable the user to gain an appreciation of the Charity's expenditure during the year.

Governance costs comprise the cost of running the Charity, including strategic planning for its future development, also external independent examination, any legal advice and costs of complying with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.

Cost represents purchase price together with any incidental costs of acquisition.

Depreciation

Depreciation is calculated to write down the cost of all tangible assets by equal annual instalments over their expected useful economic lives.

The rates generally applicable are:

Computer Equipment - 33.3% Straight line

Fund Accounting

Unrestricted funds are defined as income realised or generated for the objectives of the Charity without further specified purpose and which are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure which meets these criteria, will be identified to the fund.

Designated funds are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Funds transfers

Resources are transferred from Unrestricted Funds to Restricted Funds where expenditure meeting the criteria laid down by a donor of restricted income exceeds this income.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022 (continued)

1 Accounting Policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of future receipts discounted at a market rate of interest.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Interest receivable

All income from short-term deposits is credited to the profit and loss account in the period in which it is earned on a receivable basis.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022 (continued)

3 Membership fees

Membership fee income represents payments made by member Colleges to the charity for the provision of:

- Providing a forum for Members to exchange ideas and information, to develop and share best practice to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- Providing such products and services as will assist Members in the delivery of high quality further education;
- Providing a resource for the provision of training to Members and their staff;
- Disseminating the results of discussion and research to interested parties; and
- Such other means as the trustees from time to time determine.

4 Additional charitable activities

	2022	2021
	£	£
Consultancy activities	7,327	11,911
Collaborative activity	312,218	115,358
	<u>319,545</u>	<u>127,269</u>

5 Investment Income

	2022	2021
	£	£
Interest received on cash deposits	<u>-</u>	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022

6 Breakdown of cost of charitable activities

		2022		2021
		£		£
Additional Charity Activities				
Consultancy activities				
	Non Pay	6,802		5,410
	Bad Debts	-	6,802	-
				5,410
Collaborative activity				
	Non Pay	62,687		44,216
	Bad Debts	315		-
	Staff costs	-	63,002	15,000
				59,216
		<u>69,804</u>		<u>64,626</u>
Premises				
Rent				
		3,000		3,000
		<u>3,000</u>		<u>3,000</u>
General Administration				
Administration costs				
		67,468		68,510
Staff costs				
		38,014		21,910
Depreciation				
		-		-
		<u>105,482</u>		<u>90,420</u>
Total operating costs				
		<u>178,286</u>		<u>158,046</u>

7 Governance costs

	2022	2021
	£	£
Independent examiners' Remuneration		
Independent examination fees	1,344	1,344
Taxation compliance services	336	336
	<u>1,680</u>	<u>1,680</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022

8 Staff costs

	2022	2021
	£	£
Salaries and Wages	38,014	36,910
Employers NI	-	-
	<u>38,014</u>	<u>36,910</u>

The average number of staff employed by the charity during the year was as follows:-

	2022		2021	
	Full time equivalent	Headcount	Full time equivalent	Headcount
Administration	1.0	1.0	1.0	1.0
	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>

No employee received emoluments in excess of £60,000 per annum.

Key Management Personnel

One director/trustee, Tim Strickland, is remunerated in respect of his services to the charity.

Invoices are submitted for consultancy and expenses related to the delivery of various projects.

	2022	2021
	£	£
Invoiced consultancy fees	75,500	76,400
Invoiced expenses	663	-
	<u>76,163</u>	<u>76,400</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022

9 Analysis of resources expended

	Staff costs	Other	2022 Depreciation	Total	2021 Total
	£	£	£	£	£
Charitable Expenditure					
Charity operating costs:					
Project costs	-	69,804	-	69,804	64,626
Premises	-	3,000	-	3,000	3,000
Administration	38,014	69,148	-	107,162	92,100
	<u>38,014</u>	<u>141,952</u>	<u>-</u>	<u>179,966</u>	<u>159,726</u>

10 Tangible fixed assets

	Equipment £
Cost	
At 1 August 2021	1,469
Disposals	
At 31 July 2022	<u>1,469</u>
Depreciation	
At 1 August 2021	1,469
Depreciation eliminated on disposal	
Charge for year	
At 31 July 2022	<u>1,469</u>
Net book value	
At 31 July 2021	<u>-</u>
At 31 July 2022	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022

11 Debtors

	2022	2021
	£	£
Trade debtors	12,900	41,097
Prepayments and accrued income	-	-
	<u>12,900</u>	<u>41,097</u>

12 Creditors

Amounts falling due within one year		2022	2021
		£	£
Trade creditors		7,350	-
Other creditors		14,049	8,290
Accruals and other creditors		8,672	2,928
Other taxes and social security		899	876
		<u>30,970</u>	<u>12,094</u>

Amounts falling due after more than one year		2022	2021
		£	£
Other creditors		93,930	93,930
		<u>93,930</u>	<u>93,930</u>

13 Statement of funds

	At 1 August 2021	Income	Expenditure	Transfers	At 31 July 2022
	£	£	£	£	£
Unrestricted	<u>213,973</u>	<u>326,601</u>	<u>(179,966)</u>	<u>-</u>	<u>360,608</u>
Restricted	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Funds	<u>213,973</u>	<u>326,601</u>	<u>(179,966)</u>	<u>-</u>	<u>360,608</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2022

14 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible fixed assets	-	-	-
Current assets	485,508	-	485,508
Current liabilities	(30,970)	-	(30,970)
Long term liabilities	(93,930)	-	(93,930)
Total net assets	<u>360,608</u>	<u>-</u>	<u>360,608</u>

15 Taxation

The company is a registered charity and, as such, is exempt from tax under Section 478 of the Corporation Taxes Act 2010, on the basis that income is applied for charitable purposes only.

16 Related Party Transactions

There were no related party transactions for the year ended 31 July 2022.

17 Share Capital

The company is limited by guarantee and has no share capital.

The liability of each member in the event of winding-up the company is limited to £10.

18 Capital commitment

There were no capital commitments or contingent liabilities as at 31st July 2022 (2021: £nil).

19 Control

FE Sussex is under the control of the Trustees, as detailed in the Trustees' report.

FE SUSSEX

England & Wales - Charity number 1142705

Accounts

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

Financial Statements
for the year ended 31 July 2021

Charity No: 1142705
Company No: 05324410

FE SUSSEX
(A Company Limited by Guarantee not having a Share Capital)

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FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report

The board presents the report and financial statements of FE Sussex for the year ended 31 July 2021. The statements appear in the format required by the 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) (effective 1 January 2019). All trustees are directors, the trustees' report is also a directors' report as required by s.415 of the Companies Act 2006.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association of the Company and the Statement of Recommended Practice - Accounting and Reporting by Charities in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Reference and Administrative Information

FE Sussex Limited is a registered charity number 1142705 and a company limited by guarantee not having a Share Capital, registered in England and Wales, number 05324410.

Registered office:	Chichester College Westgate Fields Chichester West Sussex PO19 1SB	Business address:	Plumpton College Ditchling Road Nr. Lewes East Sussex BN7 3AE
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Bankers:	Lloyds TSB Bank Plc 10 East Street Chichester West Sussex PO19 1HJ	Solicitors:	Irwin Mitchell LLP Brunel House 21 Brunswick Place Southampton Hampshire SO15 2AQ
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Independent examiners of financial statements
Sheen Stickland - PEH Wright FCA DChA
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Trustees & Directors

The Trustees have all served in office throughout the year and to the date of this report.

Ms K Hucker	
Mr T F Strickland	
Mrs S J Legrave	Resigned 6th October 2021
Mr J Kerswell	
Mr W Baldwin	
Mr D Janson	Appointed 1st August 2020
Mr D Lodge	Appointed 19th October 2020
Mrs R Conroy	Appointed 17th December 2020
Mr A Cole	Appointed 6th October 2021
Mr A Green	Appointed 6th October 2021

Unless stated above, all of the Trustees are directors of the company, and are referred to as Trustees throughout this report.

The day to day management of the charity is delegated by the Trustees to:

Mr T Strickland

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association which were drawn up on incorporation 5 January 2005, and amended by special resolution on 14 June 2011. The company was registered as a charity with the Charities Commission on 4 July 2011.

Organisation

The Trustees are responsible for the financial management of the charity. If a vacancy arises the Trustees will ensure that all skills continue to be covered. The main skills/knowledge/experience required are experience at a senior level in further education college management together with knowledge of company legal procedures, financial and project management.

Each member organisation is entitled to appoint one director. The directors may appoint a director by ordinary resolution up to a maximum of 15 directors.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

The Trustees are responsible for the education and pastoral care provided by the charity. The day-to-day management is delegated to Mr T Strickland.

Recruitment, induction and training of Trustees

Three Trustees have been appointed in the year: Rebecca Conroy, (17.12.20), Donna-Marie Janson (01.08.20) and Dael Lodge (19.10.20). Two new Trustees have been appointed since the year end: Andrew Cole (06.10.21) and Andrew Green (06.10.21). All new Trustees receive induction on a group and a one to one basis to ensure they are familiar with their duties and responsibilities.

All Trustees are principals of the member colleges of FE Sussex with the exception of Mr T Strickland who is not. Some Trustees have been in post longer than three years.

Risk assessment

Formal risk assessment is made to the Trustees on a regular basis in the form of a Risk Register. The charity's activities are low risk. No advance purchases are made. To keep overheads in line with income, staffing has been adjusted to a call-off basis with the exception of 1 FTE administrator. Staffing expenditure is therefore controlled to be proportionate to individual contract and core operating requirements. Rates payable to staff reflect the budgets of each contract entered into.

AIMS, OBJECTIVES AND ACTIVITIES

The Trust's main objectives are:

- (1) To promote further education in Sussex and the South East, to provide a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- (2) To represent Members' collective views, and to seek to assist policy and development in further education by all proper means including acting in a lobbying role and providing such products and services as will assist Members in the delivery of high quality further education services; and
- (3) To provide a resource for the provision of CPD, training to Members and their staff and to disseminate the results of discussion, research and development project activities to Sussex colleges and other interested parties.

Significant activities this year contributing to the achievement of the Trust's objectives:

In the past year the trust has:

- Provided meetings and forums for the exchange and peer grouping of college principals;
- Secured grant funding which, on behalf of its member colleges, has enabled the delivery of various education support projects, the outcomes of which are an improvement in: the quality of teaching and learning, support for individual college inspection preparation, the use of technology in teaching and learning, and staff CPD;
- Provided peer support networks for teachers and senior support staff;
- Provided a communications platform to promote the reputation of the Further Education colleges in Sussex;
- Undertaken curriculum development, planning and writing on behalf of out of area colleges.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Principal funding sources and expenditure supporting the key objectives

The Charity's income is made up from a diverse range of sources. Directors have continued to suspend the annual subscription of member colleges and have agreed for this policy to be maintained for the forthcoming year 2022/23. Resulting from this, the percentage of income which is due to subscriptions has dropped, it now comprising that from associate member contributions. This makes up 5% of total income. The remaining 95% is derived from the following:

Collaborative activity which includes:

- Delivery of educational quality improvement projects
- Grant funded projects - for example research into improving the teaching and learning of vocational students
- Commercial activity to assist other colleges and related parties

Owing to the nature of the Company's operations and the composition of the Board of Directors and Trustees being drawn from local colleges, it is inevitable that transactions will take place with colleges in which the directors may have an interest. All transactions involving these colleges are conducted at arms length and in accordance with standard procedures.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Against the background of Covid restrictions the year has been another successful one for the Charity, the cessation of subscription income being partly compensated for by income earned from research and development projects. A planned loss of £40,000 was commuted to a planned loss of £25,401 which is credible outcome given the Covid situation. Applications for funding to finance education research projects via the Education and Training Foundation Ltd were successful as was international project work and working with the South East Local Enterprise Partnership. The charity delivered a wide range of quality improvement workshops, subject-specific professional development forums and Professional Exchange Networks (PEN's). All projects have been delivered to budget and time and for the benefit of member colleges and the wider FE sector. Collaborative activities to improve the value for money provided by member colleges have continued. Meetings are conducted via Zoom. This policy has enabled activities to continue throughout lockdowns and beyond. Overheads associated with meetings (room hire, refreshments etc) have reduced to almost zero. Trustees have made the decision to use video meetings as the primary way of working from now on.

The Charity also continues to engage in commercial work when it contracts with organisations of a similar nature to provide educational services where congruent with the charity's mission.

The Charity has reasonable financial reserves after all of its liabilities are taken into account. Staffing and other overheads have been carefully controlled and this has enabled the charity to return a small loss during a time when it could have been substantial.

PUBLIC AND COMMUNITY INVOLVEMENT

The Charity is directly involved with the wider Sussex community through its delivery of CPD to tutors and support staff of all learners attending post-16 colleges in Sussex. Additionally, working with the South East Local Enterprise Partnership as leader of the 'Become-a-lecturer' project has enabled out-reach to a wide range of potential teachers.

In addition, the Charity works with various other community groups. An example of this is the Safeguarding Network which is an initiative to develop safeguarding practices, policies and procedures for use in main-stream FE colleges and other educational groups (eg universities and language schools). The initiative impacts on the wider community through the involvement of Sussex Police and also the Prevent agenda.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

All members of the public have the opportunity to benefit from the activities of the charity as its aims and purpose is to "advance further education in Sussex and the South East" (for all) through:

- (1) Providing a forum for Members to exchange ideas and information, to develop and share best practice, to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing;
- (2) Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- (3) Providing such products and services as will assist Members in the delivery of high quality further education;
- (4) Providing a coordinated resource for the provision of training to Members and their staff;
- (5) Disseminating the results of discussion and research to interested parties; and
- (6) Such other means as the trustees from time to time determine.

In practice, this means any member of the public engaged in Further Education and Training - in its broadest sense - can benefit through a range of activities such as:

- Improvement of teaching and learning for the benefit of all learners on any course in any college;
- Coordination of courses across colleges for the benefit of learners who may be unemployed, hard to reach, NEET etc.

The securing of project funds to improve resources, facilities and teaching and learning

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

There has been reduction in income of approximately £32,000 when compared with the previous year. This was planned by directors and reflects a policy of not bidding for some types of external project work and the limitation of opportunity attributable to Covid lockdowns.

Operating expenses are continually adjusted to reflect income and ensure viable operation.

Bursaries, Scholarships and Accessibility

The Charity does not award bursaries or scholarships but did administer bursaries on behalf of the Local of member colleges through its quality improvement, knowledge exchange and peer group development programmes.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Trustees' Report (continued)

Reserves policy

The reserves of the charity after all liabilities (with the exception of theoretical redundancy payments due to staff in the event of the charity ceasing to operate) stand at £213,973 which is greater than a year's core operating costs. The charity has no fixed assets in the form of IT equipment, it not having been replaced in the past year.

The management has examined the requirement for reserves and their level. As a result it has established a policy whereby unrestricted reserves not committed or invested in tangible fixed assets should be equal to or exceed one year of operating expenses. For the year 2020/21 core activity operating expenses totaled (approximately) £98,100 including administration payroll. The management of the charity are confident that, at this level, even if all income to the charity ceased, the core activities of the charity could continue for a period of up to 24 months.

Trustees recognised the need to ensure reserves held by the Charity are not excessive and have implemented a strategy of using reserves to cover small end of year planned losses for the next 24 months, in congruence with the aim of ensuring stability and continuity of operation.

Members' liabilities

As bound by the Articles of Association of the charity, every member of the charity promises, if the charity is dissolved while he or she or is a member or within twelve months after he or she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him or her or it towards the payment of the debts and liabilities of the charity incurred before he or she or it ceases to be a member, and of the costs charges and expenses of winding up, and the adjustment of the rights of the contributories among themselves.

FUTURE DEVELOPMENTS

The annual and three year business planning cycles of the charity are used to determine future developments. Trustees plan to continue to provide services to member colleges which are congruent with the key objectives of the charity. It is anticipated that greater emphasis will be placed upon cooperation with other sector bodies in the future. Trustees are aware that external funds (available on a competitive basis) for the delivery of educational projects are likely to reduce in number but increase in value. The level and mode of operation of the charity's activities will be adjusted accordingly. Plans to increase the amount of commercial activity to maintain income are continually under development.

Approved by the Board of Trustees at its meeting on 28th March 2022 and signed on its behalf by:



Mr J Kerswell
Chair

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Independent Examiner's Report

Independent examiner's report to the trustees of FE Sussex ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 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

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:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 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; or
- 4 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



P E H Wright FCA DChA
Sheen Stickland
Chartered Accountants
7 East Pallant
Chichester
West Sussex
PO19 1TR

Date: 28 March 2022

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Statement Of Financial Activities

(incorporating an Income and Expenditure Account)

for the year ended 31 July 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income and emoluments from:					
Membership fees	3	7,056	-	7,056	14,896
Charitable activities	4	127,269	-	127,269	149,582
Investment income	5	-	-	-	2,003
Total		<u>134,325</u>	<u>-</u>	<u>134,325</u>	<u>166,481</u>
Expenditure on:					
Charitable activities	6	158,046	-	158,046	171,037
Governance costs	7	1,680	-	1,680	3,000
Total		<u>159,726</u>	<u>-</u>	<u>159,726</u>	<u>174,037</u>
Net movement in funds		(25,401)	-	(25,401)	(7,556)
Reconciliation of funds:					
Total funds brought forward	13	239,374	-	239,374	246,930
Total funds carried forward	13	<u>213,973</u>	<u>-</u>	<u>213,973</u>	<u>239,374</u>

All of the activities are continuing.

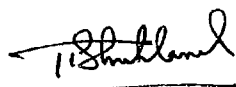
There is no difference between net income for the year stated above and its historical cost equivalent.

Balance Sheet
At 31 July 2021

	Note	2021 £	2020 £
Fixed Assets			
Tangible Assets	10	-	-
Current Assets			
Debtors	11	41,097	58,900
Cash at bank and in hand		278,900	290,221
		<u>319,997</u>	<u>349,121</u>
Creditors:			
amounts falling due within one year	12	12,094	15,817
Net current assets		<u>307,903</u>	<u>333,304</u>
Total assets less current liabilities		<u>307,903</u>	<u>333,304</u>
Creditors:			
amounts falling due after more than one year	12	93,930	93,930
Net Assets		<u>213,973</u>	<u>239,374</u>
Funds			
Restricted Funds	13	-	-
Unrestricted Funds	13	213,973	239,374
		<u>213,973</u>	<u>239,374</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. These financial statements were approved and authorised for issue by the board of Trustees on and signed on its behalf by:

Mr J Kerswell, Chair



Mr T Strickland, Director

28 March 2022

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes on financial statements

For the year ended 31 July 2021

1 Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of accounting

These financial statements have been prepared in accordance with the Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling , which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

In accordance with FRS 102, the company has taken advantage of the exemptions from the following disclosure requirements:

- Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

The financial statements have been prepared on a going concern basis as the members are satisfied that the charity will have adequate resources to meet its liabilities as they fall due for a period of at least 12 months from the date of signing of these financial statements.

Company status

The charity is a company limited by guarantee not having a share capital. The members of the company are the trustees named on page 2. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

Incoming resources

Income is the total amount receivable by the Charity in the ordinary course of the Charity's activities with outside customers for services provided, excluding VAT and trade discounts where applicable.

Income from grants, contracts, membership fees and other services rendered is included to the extent of the completion of the contract or service concerned.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021 (continued)

1 Accounting Policies (continued)

Resources expended

Resources expended are accounted for on an accruals basis.

Expenditure is analysed into such categories as to reasonably enable the user to gain an appreciation of the Charity's expenditure during the year.

Governance costs comprise the cost of running the Charity, including strategic planning for its future development, also external independent examination, any legal advice and costs of complying with constitutional and statutory requirements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation.

Cost represents purchase price together with any incidental costs of acquisition.

Depreciation

Depreciation is calculated to write down the cost of all tangible assets by equal annual instalments over their expected useful economic lives.

The rates generally applicable are:

Computer Equipment - 33.3% Straight line

Fund Accounting

Unrestricted funds are defined as income realised or generated for the objectives of the Charity without further specified purpose and which are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor.

Expenditure which meets these criteria, will be identified to the fund.

Designated funds are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Funds transfers

Resources are transferred from Unrestricted Funds to Restricted Funds where expenditure meeting the criteria laid down by a donor of restricted income exceeds this income.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021 (continued)

1 Accounting Policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of future receipts discounted at a market rate of interest.

Basic financial liabilities

Basic financial liabilities, including trade and other creditors and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Interest receivable

All income from short-term deposits is credited to the profit and loss account in the period in which it is earned on a receivable basis.

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021 (continued)

3 Membership fees

Membership fee income represents payments made by member Colleges to the charity for the provision of:

- Providing a forum for Members to exchange ideas and information, to develop and share best practice to identify and implement key national, local and other agendas in the further education sector and to assist Members in interpreting and implementing such agendas;
- Seeking to assist policy and development in further education by all proper means including acting in a lobbying role;
- Providing such products and services as will assist Members in the delivery of high quality further education;
- Providing a resource for the provision of training to Members and their staff;
- Disseminating the results of discussion and research to interested parties; and
- Such other means as the trustees from time to time determine.

4 Additional charitable activities

	2021	2020
	£	£
Consultancy activities	11,911	5,028
Collaborative activity	115,358	144,554
	<u>127,269</u>	<u>149,582</u>

5 Investment Income

	2021	2019
	£	£
Interest received on cash deposits	<u>-</u>	<u>2,003</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021

6 Breakdown of cost of charitable activities

	2021		2020	
	£		£	
Additional Charity Activities				
Consultancy activities				
Non Pay	5,410		4,678	
Bad Debts	-	5,410	-	4,678
Collaborative activity				
Non Pay	44,216		70,731	
Bad Debts	-		-	
Staff costs	15,000	59,216	25,883	96,614
		<u>64,626</u>		<u>101,292</u>
Premises				
Rent				
		3,000		4,000
		<u>3,000</u>		<u>4,000</u>
General Administration				
Administration costs				
		68,510		54,018
Staff costs		21,910		11,727
Depreciation		-		-
		<u>90,420</u>		<u>65,745</u>
Total operating costs		<u>158,046</u>		<u>171,037</u>

7 Governance costs

	2021		2020	
	£		£	
Independent examiners' Remuneration				
Independent examination fees				
		1,344		2,400
Taxation compliance services		336		600
		<u>1,680</u>		<u>3,000</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021

8 Staff costs

	2021	2020
	£	£
Salaries and Wages	36,910	36,915
Employers NI	-	695
	<u>36,910</u>	<u>37,610</u>

The average number of staff employed by the charity during the year was as follows:-

	2021		2020	
	Full time equivalent	Headcount	Full time equivalent	Headcount
Administration	1.0	1.0	1.0	1.0
	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>

No employee received emoluments in excess of £60,000 per annum.

Key Management Personnel

One director/trustee, Tim Strickland, is remunerated in respect of his services to the charity.

Invoices are submitted for consultancy and expenses related to the delivery of various projects.

	2021	2020
	£	£
Invoiced consultancy fees	76,400	51,850
Invoiced expenses	-	1,294
	<u>76,400</u>	<u>53,144</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021

9 Analysis of resources expended

		2021			2020
	Staff costs	Other	Depreciation	Total	Total
	£	£	£	£	£
Charitable Expenditure					
Charity operating costs:					
Project costs	15,000	49,626	-	64,626	101,292
Premises	-	3,000	-	3,000	4,000
Administration	21,910	70,190	-	92,100	68,745
	<u>36,910</u>	<u>122,816</u>	<u>-</u>	<u>159,726</u>	<u>174,037</u>

10 Tangible fixed assets

	Equipment
	£
Cost	
At 1 August 2020	1,469
Disposals	
At 31 July 2021	<u>1,469</u>
Depreciation	
At 1 August 2020	1,469
Depreciation eliminated on disposal	
Charge for year	
At 31 July 2021	<u>1,469</u>
Net book value	
At 31 July 2020	<u>-</u>
At 31 July 2021	<u>-</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021

11 Debtors

	2021	2020
	£	£
Trade debtors	41,097	58,900
Prepayments and accrued income	-	-
	<u>41,097</u>	<u>58,900</u>

12 Creditors

Amounts falling due within one year	2021	2020
	£	£
Trade creditors	-	1,830
Other creditors	8,290	2,031
Accruals and other creditors	2,928	11,078
Other taxes and social security	876	878
	<u>12,094</u>	<u>15,817</u>

Amounts falling due after more than one year	2020	2020
	£	£
Other creditors	93,930	93,930
	<u>93,930</u>	<u>93,930</u>

13 Statement of funds

	At 1 August 2020	Income	Expenditure	Transfers	At 31 July 2021
	£	£	£	£	£
Unrestricted	<u>239,374</u>	<u>134,325</u>	<u>(159,726)</u>	-	<u>213,973</u>
Restricted	<u>-</u>	<u>-</u>	<u>-</u>	-	<u>-</u>
Total Funds	<u>239,374</u>	<u>134,325</u>	<u>(159,726)</u>	-	<u>213,973</u>

FE SUSSEX

(A Company Limited by Guarantee not having a Share Capital)

Notes to the financial statements

For the year ended 31 July 2021

14 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Tangible fixed assets	-	-	-
Current assets	319,997	-	319,997
Current liabilities	(12,094)	-	(12,094)
Long term liabilities	(93,930)	-	(93,930)
Total net assets	<u>213,973</u>	<u>-</u>	<u>213,973</u>

15 Taxation

The company is a registered charity and, as such, is exempt from tax under Section 478 of the Corporation Taxes Act 2010, on the basis that income is applied for charitable purposes only.

16 Related Party Transactions

There were no related party transactions for the year ended 31 July 2021.

17 Share Capital

The company is limited by guarantee and has no share capital.

The liability of each member in the event of winding-up the company is limited to £10.

18 Capital commitment

There were no capital commitments or contingent liabilities as at 31st July 2021 (2020: £nil).

19 Control

FE Sussex is under the control of the Trustees, as detailed in the Trustees' report.