

BRITISH EDUCATIONAL RESEARCH ASSOCIATION

Registered Charity No. 1150237

Registered Company No. 08284220

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 DECEMBER 2023

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BRITISH EDUCATIONAL RESEARCH ASSOCIATION**TRUSTEES AND ADVISERS**

Registered charity name British Educational Research Association (BERA)

Charity number 1150237

Company Registration 08284220

Trustees

Vivienne Baumfield (President)
Dominic Wyse
Gerry Czerniawski
Sean Hayes (resigned 31 August 2023)
Richard Race (resigned 31 August 2023)
Mhairi Beaton
Ros McLellan
Marlon Moncrieffe
Morag Redford
Alison Fox
Tanya Ovenden-Hope
Sarah Seleznyov
Barbara Skinner
Paul Miller
Yuwei Xu
Sally Power
Sin Wang Chong
Mabel Encinas
Diana Burton
Gurpinder Lalli (appointed 1 September 2023)

Staff

Chief Executive and Company Secretary Nick Johnson
Marie Moore
Sarah Fleming
David Chatterjee
Hannah Marston
Daniel Taylor
Paru Rai
Heidi Hollowbread

Principal Address BERA, Elizabeth Meehan Suite, Regent House, 1-6 Pratt
Mews, London, United Kingdom, NW1 0AD

Auditor PKF Littlejohn LLP
Chartered Accountants and Statutory Auditor
15 Westferry Circus
Canary Wharf
London E14 4HD

BRITISH EDUCATIONAL RESEARCH ASSOCIATION

TRUSTEES AND ADVISERS

Bankers

Metro Bank
One Southampton Row
London
WC1B 5HA

Solicitors

Mills & Reeve
Botanic House
100 Hills Road
Cambridge CB2 1PH

Introduction

The Trustees, who are also the Directors of the Charitable Company, present their report and audited financial statements for the year ended 31 December 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" ("FRS 102 SORP") in preparing the annual report and financial statements of the charity.

Structure, Governance and Management

The British Educational Research Association (BERA) is an autonomous learned society distinct from other national institutions and is a company limited by guarantee (08284220) and registered charity (Number 1150237). The charitable objective, as defined in BERA's constitution is "to encourage the pursuit of educational research and its application for both the improvement of educational practice and for the public benefit."

BERA is subject to Articles of Association that can be amended at the Annual General Meeting subject to approval of 75% of those present and voting.

A copy of the current Articles of Association is available on the BERA website.

The Trustees confirm that they have had regard to the guidance on public benefit issued by the Charity Commission when considering the objectives and activities of the Association.

Membership of Council (and Trustees) 2023

The following people served as members of Council in 2023:

- Vivienne Baumfield (President)
- Dominic Wyse
- Gerry Czerniawski
- Diana Burton
- Mhairi Beaton
- Ros McLellan
- Marlon Moncrieffe
- Morag Redford
- Alison Fox
- Tanya Ovenden-Hope
- Sarah Seleznyov
- Barbara Skinner
- Paul Miller
- Yuwei Xu
- Sally Power
- Sin Wang Chong
- Gurbinder Lalli (from 1st September 2023)
- Sean Hayes (until 1st September 2023)
- Richard Race (until 1st September 2023)

Nick Johnson (appointed April 2012) continued to serve as BERA's Chief Executive and Company Secretary.

Governance Document

The Association was originally formed by a constitution, which was adopted in April 1974.

The Constitution was amended on several occasions and was then absorbed into the Articles of Association from January 2013. The last update was at the 2022 AGM.

BERA Council

The Council is the governing body of the Association and the members of the Council are, de facto, the Trustees of the Association as a registered Charity. They are also the Company Directors. The Council has ultimate authority and decision-making over all business including policy, planning and resources.

The Council comprises:

- President;
- Vice President;
- Treasurer;
- Up to twelve Elected Members
- Up to six co-opted members of the Association

Apart from the office holders mentioned above, the term of office for a Council member is four years with the possibility of re-election. Co-opted members may be co-opted for 1-4 years depending on the focus of the co-option.

Council needs to have due regard to representing the four nations and, as such should ensure that it has representation from all four countries amongst its membership.

The Council has the power to set up committees or working groups to undertake the work of the Association and may delegate any of its powers or decision-making authority to such committees, working groups and/or members of staff as it sees fit. All committees and working groups therefore ultimately report to Council through, its committees as appropriate. The Council meets at least three times a year.

The Council is responsible for setting strategies and policies for BERA and for ensuring that these are implemented. The day-to-day running of the Charity is delegated to the Chief Executive and the staff.

BERA Council, acting as the Board of Trustees for BERA, are jointly and severally responsible for the overall governance and strategic direction of BERA, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

All trustees are made aware of, and understand, their individual and collective responsibilities; and should not be overly reliant on one or more individual trustees in any particular aspect of the governance of the charity.

BERA Trustees and office holders are expected to adhere to the Nolan principles of public life.

Appointment of Trustees

BERA's Governance year runs from 1st September. Elections for Council and individual posts take place in spring before the Annual General Meeting with the results taking effect from the 1st September. The Annual General Meeting (AGM) normally takes place during the autumn.

Directors begin their term from 1st September after the election or appointment is confirmed. The exception is the Presidential role, the President elect assumes the role following their Presidential address presentation, ordinarily held at BERA Conference.

Elections are conducted by ballot among individual members of the Association with the nomination process and election being run by the BERA office during the spring with the results reported to the Annual General Meeting and terms of office beginning on 1st September.

Trustees' Induction and Training

Trustees undergo appropriate training, which covers their obligations under the constitution, under relevant charity law and with reference to guidance and advice provided by the Charity Commission in England and Wales.

Council members are provided with a copy of the BERA Strategic Plan and guidance material on the structure, history and operation of BERA, including the BERA Handbook, and undertake an induction.

The following documents from the Charity Commission in England and Wales are provided for reference and Trustees are encouraged to familiarise themselves with the online information provided by the Charity Commission:

- CC3 The Essential Trustee: What you need to know
- CC3(a) The Essential Trustee: What's Involved
- CC9 Campaigning and Political Activity Guidance for Charities
- CC11 Trustee Expenses and Payments
- CC29 – Conflicts of Interest: A guide for charity trustees
- CC47 Complaints about Charities
- Charity Governance Code

We are also a member of the NCVO and new trustees are provided with key documentation and access to online courses as part of their induction.

Trustees' responsibilities

The Trustees are also directors of British Educational Research Association under company law.

The Trustees are responsible for preparing financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including the net income or expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

Committees and Remits

Leadership Committee (LC)

LC work in close cooperation with the Council as the de facto executive committee of BERA. In addition, Council delegates authority to LC to act on behalf of the Association as required, particularly when decisions are needed urgently. Each of the standing committees is represented on the LC alongside BERA Officers.

Their principal responsibilities are to ensure that in all of its activities BERA works towards its strategic objectives. Their remit is monitoring and reviewing of all BERA activities in line with Council's strategic direction which includes the strategic co-ordination and planning of BERA's activities ensuring that organisational priorities are shared and appropriate resources allocated against strategic objectives. This involves reviewing all committee, working group and project business, ensuring that academic input is given where appropriate and progress towards strategic objectives is monitored. This committee also acts as BERA's remuneration committee.

Finance and Operations Committee

This committee has responsibility for overseeing HR policies, including staff development and review, and other broad arrangements that affect terms and conditions of our employees, contracts, regular financial oversight and operational relationships. It works closely alongside LC in ensuring that BERA's finances and operations can support the organisation's strategic objectives and planned activities.

Publications Committee

The committee's principal responsibilities are to ensure that BERA's publications portfolio is well managed and upholds the highest academic standards.

Conference & Events Committee

The committee's principal responsibilities are to ensure that the Annual Conference and programme of in-year events operate to the highest academic standards and are developed in line with BERA's strategic objectives.

Engagement Committee

The committee's principal responsibilities are to ensure that BERA supports its members appropriately in the light of our strategic plan including oversight of our special interest groups and awards.

Risk Assessment and Audit Committee

RAAC is a committee of the Council. It reports to the Council, but its members are not normally members of Council. This is intended to enable it to take an objective and independent approach to its business. Its role is to provide oversight and advice to the Council on the effective functioning of the Association in relation to:

- Risk management;
- Financial processes;
- Legal requirements; and
- Whistleblowing

The committee has the authority to request information from any of the Association committees or working groups to enable it to undertake its responsibilities. This committee manages the BERA Risk Register.

Authority

Ultimate authority for all Association business remains with the Council.

The Council delegates authority to LC to act on behalf of the Association as required. Only the Officers and the Chief Executive have the authority to sign contracts upon BERA's behalf.

Finances and Budgets

BERA Council has a statutory duty to prepare financial statements for each financial period, as set out in the Statement of Trustees' Responsibilities.

The management of this is delegated to the Treasurer who oversees BERA's finances in association with the Chief Executive. The Treasurer has formal responsibility for BERA finances and the BERA Office conducts oversight of the financial arrangements of the Association and the day-to-day administration of finance.

BERA's financial year runs from 1st January to 31st December. A budget is approved by Council prior to the start of the financial year or as soon as practicable afterwards. End of year accounts will be reported to Council following the end of the financial audit as well as to each year's AGM as well as regular updates during their meetings.

Staffing and Contracts

The BERA Office comprises the staff employed to carry out the charity's functions. Four of these staff were employed through the UCL Institute of Education (IoE) until June 30th 2023, which provided all personnel and employment facilities for them. UCL IoE is also contracted to provide office space and services. As of 1st July 2023, all staff were transferred to BERA's direct employment. By agreement, we continued to use UCL office space while we made plans to move into our own premises in 2024.

For the 2023 year, the office core team comprised:

- Nick Johnson – Chief Executive
- Sarah Fleming – Membership & Engagement Manager
- Marie Moore - Events Manager
- David Chatterjee - Finance & Governance Manager
- Hannah Marston - Publications Manager
- Daniel Taylor – Events Co-ordinator (appointed March 2023)
- Paru Rai – Publications and Digital Communications Officer (appointed March 2023)
- Heidi Hollowbread – Administrator (appointed May 2023)

Accountancy Services were provided by Kaya Taylor on a freelance basis (KLT Business Management)

In the 2023, the Association has obtained significant contracted services from:

- ITD for provision of IT
- Wiley-Blackwell Publishers (publishers of our journals)
- Soapbox (management of BERA website and other design services)
- Diners Club International (Trainline business)
- SmartImpact (CRM)
- Colourview Print Solutions
- Total Mail
- Toast Design Consultancy
- Aurora (printing)
- The UCL Institute of Education (office space and staffing)
- NCVO (Meeting room space)
- PKF Littlejohn LLP (auditors)
- Mills and Reeve LLP (legal services)
- All in the Loop Ltd (Conference app)
- Scrutton Bland Ltd (Insurance and Pensions Advice)
- SpaceStation (Storage)
- Conference Aston (Conference 2023 venue)
- Aramark Ltd (Conference 2023 social venue)

Membership

The membership who joined for the 2023 membership year totalled 2,854 (2022 – 2,651).

Risk Assessment

The Trustees have examined the Association's principal areas of operation and considered the major risks faced in each of these areas. In the opinion of the Trustees, the Association has established resources and review systems which, under normal conditions, should allow these risks to be mitigated to an acceptable level in its day-to-day operations.

The Association has a Risk Assessment and Audit Committee to monitor the work of the Association. This Committee reports to the Council and carries out a detailed assessment of the Risk register each autumn. Following that, the register is shared with individual committees to assess the risk and responses in their respective areas and they report back to the Risk Assessment and Audit Committee. The chair of the Risk Assessment and Audit Committee also sits on BERA's Finance & Operations Committee.

Objectives and Activities

In autumn 2021 we launched our [new strategic plan](#) which has four main objectives:

- To enhance the health of education as a discipline by nurturing a strong and confident research environment.
- To champion education research, enhancing its use in policymaking and educational practice.
- To celebrate and recognise excellence in the education research community.
- To ensure a strong and sustainable future for BERA.

This review summarises progress against these objectives and our achievements in 2023.

To enhance the health of education as a discipline by nurturing a strong and confident research environment, we:

Completed the first stage of our major initiative looking at Education: The State of the Discipline, including:

- A Systematic scoping review of the literature
- A survey of education researchers' work, experiences and identities
- An exploration of existing statistical data relating to staff equality in UK higher education
- An analysis of Research Excellence Framework (REF) impact case studies
- A quantitative assessment of the progress of education as an academic discipline in UK universities through analysis of REF data
- We expanded the Early Career Researcher network and held our first ECR conference.
- Supported the development and activity of our SIGs and networks.
- We developed further links with WERA through a writing seminar programme and we are hosting their focal meeting in 2024.
- Awarded over £50,000 in research grant funding.
- Awarded our small grants fund to 4 new projects under the theme of Education in a digital age.
- Used the Brian Simon fund to support research on Education and Democracy and/or History of Education.

To champion education research, enhancing its use in policymaking and educational practice, we:

- Continued to work and network with other learned societies.
- Built partnerships to engage practitioners.
- Supported a seminar series with ESRC and SRHE on "What are we educating for" and published a special issue of the Blog on the outcomes bringing together policymakers, educational practitioners and researchers:
- Offered a wide programme of events over the year, 50 online events and Presidential roundtables in Cardiff and Belfast.
- Released 4 issues of Research Intelligence, commissioned on topical themes.
- Hosted over 1000 delegates at the BERA 2023 Annual Conference.
- Published the outcomes of our funded research to schools on developing a curriculum for environmental sustainability.
- The BERA Blog hosted nearly 200 new blogs this year and ran six special issues. We had 213k page views, and it was read in 202 countries.

To celebrate and recognise excellence in the education research community, we:

- Reviewed our awards and introduced new ones to celebrate excellence across the discipline:
 - Equality in Education
 - Academic Citizen of the Year.
 - Educational Research Book of the year
- Continued to celebrate Early Career Researcher excellence through our Undergraduate, Masters and Doctoral awards, and awarded funding for research through our ECR Career Development Fellowship.
- Hosted our first ever awards event, celebrating and hearing from our winners.
- Our journals BERJ and BJET both increased their impact factors, and Review of Education and Curriculum Journal received impressive inaugural impact factors. We had 1.5 million downloads across our portfolio.

To ensure a strong and sustainable future for BERA, we:

- Reached over 3000 members for the first time including those joining ahead of 2024.
- Made further progress on our race equality action plan.
- Commissioned a review of our governance structures & processes.
- Finalised and recruited to a full office team to increase capacity.
- Completed transfer from UCL and scoped new office space.
- Developed a sustainability programme for BERA.
- Made plans for the launch of the BERA Teacher Network.
- Invested in our digital infrastructure to enhance the member offering and increase efficiency.
- Increased our website reach to 1.1 million people.

Thanks are extended to all staff, trustees, committee members and other volunteers for their efforts over the year in delivering this extensive programme of work.

Management and Finances

BERA remains in a strong financial situation and we were not adversely affected by the global Covid-19 pandemic. We continue to maintain healthy reserves, which are now above £2.4M and split between a substantial sum invested within a managed investment fund and cash that is held in relatively quick access accounts.

For many years we have operated with a policy of being able to ensure that a year's operating costs are covered by our reserves and a ratio of 1:1.4 between turnover and reserves has been an important benchmark for the association. The direction of travel means that we are currently well in excess of this ratio, and for several years we have had considerably more reserves than one year's annual turnover. This situation was compounded by the pandemic whereby in many cases our expenditure was much lower than it was in the years immediately preceding. BERA Council have continued to set deficit budgets to help lower the ratio between turnover and reserves and the reserves policy is reviewed regularly.

Our level of reserves means that the association is operating on a very secure financial footing although we continued to be in a volatile situation with the ongoing pressures on UK higher education and the threats to our publishing income from open access mandates. BERA is not minded to generate excessive funds in reserve if we have no immediate or mid-term need for them. What is important is that we have sufficient reserves for short-term crisis management. BERA remains in a secure financial position where it can continue to plan for new ventures enabling us to provide a broad offer to our members, but we remain in an uncertain period in our history, and we will continue to monitor the impact that the external environment might have on our organisation and its finances. In 2023, we expanded our staff team which has contributed to the need for healthy reserves to allow us to fulfil our obligations.

BERA is committed to act as a responsible employer of the staff in its professional office, with appropriate concern for the health and well-being of our employees. In 2023, we completed the project for BERA to become its own employer which was built on the principle, agreed by Council, that any new terms and conditions should not lead to a diminution in what BERA staff are offered. BERA now employs all staff on its own terms and conditions.

Our accounts show that BERA's medium-term financial position remains healthy and is still secured by positive publishing agreements (open access notwithstanding) and a high level of reserves. In most years this would mean that BERA can plan for the future with a high degree of confidence and were able to freeze both membership fees going into 2024. We continue to be financially prudent and to that effect we took a very sensible and pragmatic approach to budget setting for 2024 and beyond.

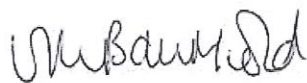
Audit Information

The Trustees who held office at the date of approval of this Trustees' Report confirm that, so far as they are individually aware, there is no relevant audit information of which the Charity's auditors are unaware; and each Trustee has taken all reasonable steps that he/she ought to have taken as a Trustee to make himself/herself aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

Auditors

PKF Littlejohn LLP has signified its willingness to continue in office.

By Order of the Trustees

A handwritten signature in dark ink, appearing to read 'V Baumfield', is written over the printed name.

Professor Vivienne Baumfield
Trustee

Date: 19.08.2024

Auditors' Report to the Members of the British Educational Research Association**Opinion**

We have audited the financial statements of British Educational Research Association (the 'charitable company') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts and relevant regulations made or having effect thereunder.

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

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

- We obtained an understanding of the charitable company and the sector in which they operate to identify laws and regulations that could reasonably be expected to have a direct effect on the financial statements. We obtained our understanding in this regard through discussions with management, industry research, application of cumulative audit knowledge and experience of the sector.
- We determined the principal laws and regulations relevant to the charitable company in this regard to be those arising from Companies Act 2006, Charities Act 2011, Charities (Accounts and Reports) Regulations 2008 and tax legislation.
- We designed our audit procedures to ensure the audit team considered whether there were any indications of non-compliance by the charitable company with those laws and regulations. These procedures included, but were not limited to, enquiries of management and reviewing of minutes.
- We also identified the risks of material misstatement of the financial statements due to fraud. We considered, in addition to the non-rebuttable presumption of a risk of fraud arising from management override of controls, that the completeness of liabilities was also an area of risk.
- As in all of our audits, we addressed the risk of fraud arising from management override of controls by performing audit procedures which included, but were not limited to: reviewing journals; reviewing accounting estimates for evidence of bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities> <http://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> [https://www.frc.org.uk/auditors/audit-assurance/standards-and-guidance/2010-ethical-standards-for-auditors-\(1\)](https://www.frc.org.uk/auditors/audit-assurance/standards-and-guidance/2010-ethical-standards-for-auditors-(1)). This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone, other than the charitable company and the charitable company's as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Alastair Duke (Senior Statutory Auditor)

For and on behalf of
PKF Littlejohn LLP
Statutory Auditor

15 Westferry Circus
Canary Wharf
London E14 4HD

26 September 2024

BRITISH EDUCATIONAL RESEARCH ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 December 2023

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
Income from:					
Membership subscriptions		221,270	-	221,270	197,686
Investments	1	52,521	-	52,521	45,712
Charitable Activities	2	1,073,044	-	1,073,044	915,585
		<hr/>	<hr/>	<hr/>	<hr/>
Total Income		1,346,835	-	1,346,835	1,158,983
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
	3&4				
Raising funds		143,533	-	143,533	165,270
Charitable activities		1,217,256	12,500	1,229,756	923,927
		<hr/>	<hr/>	<hr/>	<hr/>
Total Expenditure		1,360,789	12,500	1,373,289	1,089,197
		<hr/>	<hr/>	<hr/>	<hr/>
Net gain/(loss) on investments		93,527	-	93,527	(202,693)
		<hr/>	<hr/>	<hr/>	<hr/>
Net Movement in Funds	5	79,573	(12,500)	67,073	(132,907)
Reconciliation of Funds:					
Fund balances brought forward		2,381,246	22,031	2,403,277	2,536,184
		<hr/>	<hr/>	<hr/>	<hr/>
Balance at End of Year		£2,460,819	£9,531	£2,470,350	£2,403,277
		<hr/>	<hr/>	<hr/>	<hr/>

The Charity has no recognised gains or losses other than as stated above. All of the activities represent continuing activities of the Charitable Company.

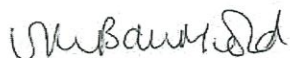
The Accounting Policies and Notes on pages 20 to 26 form part of these Financial Statements.

BRITISH EDUCATIONAL RESEARCH ASSOCIATION
Registered Company No. 08284220

BALANCE SHEET
At 31 December 2023

	Note	2023	2022
Fixed Assets			
Tangible fixed assets	7	55,173	9,302
Investments	8	1,417,186	1,323,659
Current Assets			
Debtors	9	325,323	285,991
Cash at bank and in hand		758,204	914,697
		<u>1,083,527</u>	<u>1,200,688</u>
Creditors: amounts falling due within one year	10	(85,536)	(130,372)
		<u>997,991</u>	<u>1,070,316</u>
Net Current Assets			
		<u>£2,470,350</u>	<u>£2,403,277</u>
Net Assets			
Funds	11		
Restricted funds		9,531	22,031
Unrestricted funds			
General		2,096,148	2,016,575
Designated		364,671	364,671
		<u>£2,470,350</u>	<u>£2,403,277</u>

Approved by the Board of Trustees on the 19th August 2024 and signed on its behalf by



Professor Vivienne Baumfield
Trustee

The Accounting Policies and Notes on pages 20 to 26 form part of these Financial Statements.

BRITISH EDUCATIONAL RESEARCH ASSOCIATION

STATEMENT OF CASH FLOWS
Year ended 31 December 2023

	2023	2022
Cash flow from operating activities (see below)	(155,692)	(56,611)
Cash flow from investing activities		
Payments to acquire tangible fixed assets	(53,322)	(8,475)
Payments to acquire investments	-	(28,816)
Proceeds from sale of investments	-	28,816
Dividends and interest from investments	52,521	56,043
	<hr/>	<hr/>
Net cash flow used in investing activities	(801)	47,568
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	(156,493)	(9,043)
Cash and cash equivalents at start of year	914,697	923,740
	<hr/>	<hr/>
Cash and cash equivalents at end of year	£758,204	£914,697
	<hr/>	<hr/>
Cash and cash equivalents consists of:		
Cash at bank and in hand	758,204	914,697
Short term deposits	-	-
	<hr/>	<hr/>
Cash and cash equivalents at end of year	£758,204	£914,697
	<hr/>	<hr/>
Net income/(expenditure) for the year	67,073	(132,907)
Dividends and interest from investments	(52,521)	(56,043)
Depreciation of tangible fixed assets	7,451	18,102
(Gains)/Losses on investments	(93,527)	202,693
(Increase)/decrease in debtors	(39,332)	(86,338)
i(Decrease)/increase in creditors	(44,836)	(2,118)
	<hr/>	<hr/>
Net cash flow from operating activities	£(155,692)	£(56,611)
	<hr/>	<hr/>

The Accounting Policies and Notes on pages 20 to 26 form part of these Financial Statements.

General information and basis of preparation

British Educational Research Association is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are to encourage the pursuit of educational research and its application for both the improvement of educational practice and for the public benefit.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

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

Fund Accounting

Restricted funds comprise donations and grants which have been received for specific purposes, or which are subject to specific conditions imposed by the donor.

Unrestricted funds may be used for the purposes of the Charitable Company at the Trustees' discretion. Unrestricted funds may be designated by the Trustees for specific purposes. Designated funds represent those funds designated at the discretion of the Trustees.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income derived from membership subscriptions and sales is credited to the Statement of Financial Activities (SOFA) in the period to which it relates. Fees represent amounts invoiced to third parties for the provision of services and are recognised on the basis of entitlement. Grants and donations represent amounts from individuals, corporations, trusts and funding bodies and are credited to the SOFA in the year in which they are receivable.

Investment income is recognised as the charity's right to receive payment is established.

Resources Expended and Basis of Allocation of Costs

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and is reported gross of related income on the following bases:

- Costs of generating voluntary income comprise the direct costs associated with attracting voluntary income, plus a proportion of cost that cannot be directly attributed (support costs).
- Expenditure on charitable activities comprises direct expenditure. Where costs cannot be directly attributed (support costs), they have been allocated to the activities on a basis consistent with the use of resources.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and other administrative costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Tangible Fixed Assets, Depreciation and Impairment

Tangible fixed assets are stated at cost less accumulated depreciation. The costs of minor assets are expensed in the year in which the cost is incurred. Donated assets are included in income and fixed assets, where a value can be reasonably obtained, and are depreciated.

Depreciation is provided on tangible fixed assets, at rates calculated to write off the cost of each asset, less any estimated residual value, over its expected useful life. The annual depreciation rates and methods are as follows:

Furniture, office and technical equipment - 25% straight line.

Assets in the course of construction, website and database costs, have been shown separately. No depreciation is provided until an asset is brought into use.

Where the recoverable amount of a tangible fixed asset is found to be below its net book value, the asset is written down to its recoverable amount and the loss on impairment recognised in the SoFA.

Investments

Publicly traded investments, or those where fair value can otherwise be measured reliably, are measured at fair value at each balance sheet date, with changes in fair value recognised in 'net gains / (losses) on investments' in the SoFA.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.

Taxation

The Charitable Company is generally exempt from taxation with the exception of Value Added Tax. Where appropriate all expenditure is stated inclusive of the related Value Added Tax.

Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

1. Investment Income

	2023	2022
Bank interest and investment income	£52,521	£45,712

Investment income in both years relates to unrestricted funds.

2. Income from Charitable Activities

	2023	2022
Publications and Royalties	716,724	655,326
Annual conference	327,742	232,234
Other income	4,578	4,025
Gifts in kind	24,000	24,000
	<u>£1,073,044</u>	<u>£915,585</u>

Income from charitable activities consists of £1,073,044 (2022 - £915,585) relating to unrestricted funds and £nil (2022 - £nil) to restricted funds.

3. Expenditure

	Depreciation	Direct costs	Support costs (see note 4)	Total 2023	Total 2022
Raising funds	-	-	143,533	143,533	165,270
Charitable activities	7,451	648,171	574,134	1,229,756	923,927
	<u>£7,451</u>	<u>£648,171</u>	<u>£717,667</u>	<u>£1,373,289</u>	<u>£1,089,197</u>

Expenditure relates to £1,217,256 (2022 - £1,089,197) from unrestricted funds and £12,500 (2022 - £nil) from restricted funds.

4. Support Costs

	Staff and associated costs	Premises costs	Governance costs	Total 2023	Total 2022
Raising funds	104,945	26,782	11,806	143,533	145,092
Charitable activities	419,782	107,130	47,222	574,134	435,282
	<u>£524,727</u>	<u>£133,912</u>	<u>£59,028</u>	<u>£717,667</u>	<u>£580,374</u>
Governance costs:					
Audit fees				6,000	5,820
Accountancy				13,924	10,213
Other				39,104	26,309
				<u>£59,028</u>	<u>£42,342</u>

5. Net Incoming Resources

This is stated after charging:

Depreciation	£18,701	£18,102
Auditors' remuneration - audit	£6,000	£5,820

6. Trustees and Contracted Personnel

Staff costs are for 8 employees (2022 - 6). Four of these were recharged from the UCL Institute of Education until 30th June 2023. From 1st July 2023, those four staff transferred to BERA under a TUPE arrangement. The recharge costs for those 4 staff for six months (2022, 6 staff over twelve months) was £156,117 (2022 - £307,495). At the year-end there were eight directly employed members of staff using the Association's own payroll.

During the course of the year, there was one employee earning a salary between £60,000 and £70,000 (2022 - none) and one employee earning a salary between £80,000 and £90,000 (2022 - none). Previously, one employee had been earning a salary between £70,000 and £80,000.

The total amount of employee benefits received by key management personnel during the year was £400,013 (2022 - £164,452 relating to just two employees). The Association considers its key management personnel to comprise the Chief Executive, Events Manager, Publications Manager, Finance and Governance Manager and Membership and Engagement Manager.

Fifteen trustees (2022 - fifteen) received a total of £20,007.38 (2022 - £23,560) reimbursed travel and subsistence expenses in the year. No Trustees received any remuneration in the year.

Staff costs	2023	2022
Recharges from UCL Institute of Education	156,117	307,495
Wages and salaries	193,631	40,344
Social security costs	85,726	14,523
Pension contributions	47,799	10,344
	<hr/>	<hr/>
Total staff costs	£483,273	£372,706
	<hr/>	<hr/>

The average number of persons employed by the Company during the year was:

Recharged employees	4	6
Directly employed staff	4	1
	<hr/>	<hr/>
Total	8	7
	<hr/>	<hr/>

7. Tangible Fixed Assets

	Furniture, office and technical equipment	Total
Cost		
At 1 January 2023	209,954	209,954
Additions	53,322	53,322
Disposals	(5,607)	(5,607)
	<hr/>	<hr/>
At 31 December 2023	257,669	257,669
	<hr/>	<hr/>
Accumulated Depreciation		
At 1 January 2023	200,652	200,652
Charge for year	7,451	7,451
Released on disposal	(5,607)	(5,607)
	<hr/>	<hr/>
At 31 December 2023	202,496	202,496
	<hr/>	<hr/>
Net Book Value		
At 31 December 2023	£55,173	£55,173
	<hr/>	<hr/>
At 31 December 2022	£9,302	£9,302
	<hr/>	<hr/>

The Charitable Company had capital commitments totalling £3,862 at 31 December 2023 (2022 - none).

8. Investments

	2023	2022
Balance brought forward	1,323,659	1,526,352
Additions	-	29,029
Sale proceeds	-	(28,816)
Net gains/(losses)	93,527	(202,693)
Movement in cash at stockbrokers	-	(213)
	<hr/>	<hr/>
	£1,417,186	£1,323,659
	<hr/>	<hr/>
Investments at fair value include		
Global funds	£1,417,186	£1,323,659
	<hr/>	<hr/>

£1,417,186 is held in the Quilter Investors Ltd QC Global Income and Growth Fund. No other individual investment is considered to be material. The cost of investments was £1,508,423 (2022 - £1,508,423).

9. Debtors	2023	2022
Prepayments and accrued income	308,134	231,361
Taxation	17,189	54,630
	<u>£325,323</u>	<u>£285,991</u>

10. Creditors: amounts falling due within one year

Trade creditors	12,807	38,731
Accruals and deferred income	72,729	91,641
	<u>£85,536</u>	<u>£130,372</u>

Included within creditors is £8,980 (2022 - £17,320) of deferred income relating to membership subscriptions received in advance.

11. Analysis of Total Funds

As at 31 December 2023	Tangible fixed assets	Investments	Net current assets	Total
Restricted Funds	-	-	9,531	9,531
Unrestricted Funds	55,173	1,417,186	988,460	2,460,819
	<u>£55,173</u>	<u>£1,417,186</u>	<u>£997,991</u>	<u>£2,470,350</u>

As at 31 December 2022	Tangible fixed assets	Investments	Net current assets	Total
Restricted Funds	-	-	22,031	22,031
Unrestricted Funds	9,302	1,323,659	1,048,285	2,381,246
	<u>£9,302</u>	<u>£1,323,659</u>	<u>£1,070,316</u>	<u>£2,403,277</u>

12. Related Party Transactions with Trustees and Connected Persons

There were no transactions with related parties or connected persons in the year.

13. Contingent Liabilities

There were no contingent liabilities to disclose at 31 December 2023 (2022 - none).

14. Post Balance Sheet Event

There were no events to disclose subsequent to the year-end.

15. Financial commitments

At 31 December 2023 the Charitable Company had future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£-	£-
Not later than one year	<u> </u>	<u> </u>

16. Restricted and Unrestricted Funds

	As at 1 January 2023	Incoming resources	Resources expended	Transfers and Investment movements	As at 31 December 2023
Restricted					
Desmond Nuttall Fund	2,574	-	-	-	2,574
Brian Simon	19,457	-	(12,500)	-	6,957
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	22,031	-	(12,500)	-	9,531
Unrestricted					
General Fund	2,016,575	1,346,835	(1,360,789)	93,527	2,096,148
Designated Funds					
- Open access	250,000	-	-	-	250,000
- UCL-IOE	114,671	-	-	-	114,671
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Funds	<u>£2,403,277</u>	<u>£1,346,835</u>	<u>£(1,373,289)</u>	<u>£93,527</u>	<u>£2,470,350</u>

	As at 1 January 2022	Incoming resources	Resources expended	Transfers and Investment movements	As at 31 December 2022
Restricted					
Desmond Nuttall Fund	2,574	-	-	-	2,574
Brian Simon	19,457	-	-	-	19,457
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	22,031	-	-	-	22,031
Unrestricted					
General Fund	2,019,482	1,158,983	1,089,197	(72,693)	2,016,575
Designated Funds					
- Open access	380,000	-	-	(130,000)	250,000
- UCL-IOE	114,671	-	-	-	114,671
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Funds	<u>£2,536,184</u>	<u>£1,158,983</u>	<u>£1,089,197</u>	<u>£(202,693)</u>	<u>£2,403,277</u>

