

Registered number: 02876158
Charity number: 1152261

**GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS
LIMITED**

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
(A Company Limited by Guarantee)

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GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2024**

Trustees	M Morgan D Burke W Morgan G Jeremiah H Wood J Richardson
Company registered number	02876158
Charity registered number	1152261
Registered office	The Training Room Pate's Grammar School Princess Elizabeth Way Cheltenham Gloucestershire GL51 0HG
Company secretary	Cara York
Independent auditors	Randall & Payne LLP Shurdington Road Cheltenham Gloucestershire GL51 4GA
Bankers	Virgin Money 177 Bothwell Street Glasgow G2 7ER

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the audited financial statements of the Company for the 1 September 2023 to 31 August 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Objectives and activities

The aims and objectives of the Charity are to advance the education of the public in general, in particular amongst primary and secondary schools, and to provide initial teacher training and continual professional development.

In striving towards this, the Charity has considered the Charity Commissioners guidance on public benefit and the Charity operates in order to ensure the best possible provision of education and services for young people in Gloucestershire's schools.

The Trustees confirm that due consideration has been given to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

b. Strategies for achieving objectives

The Charity supports schools by offering professional development and advice at little or, preferably, no cost to schools. It also adds capacity to enable schools to deliver specific projects and aims to be financially self-supporting by working on contracts and projects regionally and nationally.

c. Grant making policies

The Trustees consider applications for specific grants to support particular projects.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance

a. Main achievements of the Company

In line with its aims and objectives the Trustees and Board of Directors have achieved the following during the previous 12 months:

- **Initial Teacher Training**

In 2023/24 the Charity continued to support the Gloucestershire Initial Teacher Education Partnership (GITEP) School Centred Initial Teacher Training (SCITT). The Charity continues to have a partnership with the University of Bristol to provide the accreditation for the Postgraduate Certificate of Education for GITEP trainees.

The Charity continues to guarantee and support the delivery of the trainee entitlement. This supports trainee progression and provides career development opportunities for school-based staff who fulfil mentor and professional lead roles or are seconded as programme or subject leaders. In 2023/24 66% of trainees gained employment either in Gloucestershire or in one of the GITEP partner schools in other counties.

The Charity was pleased to use its reserves to support access and hardship payments for those trainees not in receipt of a bursary.

The Charity continued to provide visualisers to trainees to enable them to teach and access training remotely and provided funds to buy key texts for trainees.

GASH Ltd holds a contract with DfE to deliver subject knowledge enhancement (SKE) courses to those intending to train to teach, in partnership with Vidlearn. In 2023/24, courses were delivered in English, mathematics, physics, chemistry, biology, French, Spanish, religious education and computing. These courses supported trainees with GITEP and with several other teacher training providers, mainly in the South-West.

- **CPD**

Through Adfecto, a trading name, GASH Ltd has continued to offer professional development opportunities for schools. In particular, it has worked in partnership with the two teaching school hubs in Gloucestershire.

Science Learning Partnership

The contract with STEM Learning was extended until August 2024. The contract sat with Pate's Grammar School and Adfecto worked in partnership to deliver professional development for science teachers and technicians across Gloucestershire, Swindon and Wiltshire. The Pate's/Adfecto partnership has also had responsibility for the Bristol Science Learning Partnership.

Adfecto's contract, starting in April 2022, as Regional Coordinator for all the Science Learning Partnerships in the South-West and West Midlands was extended until August 2024.

In April 2024 the DfE announced it would cease to fund science learning partnerships when the existing contracts end in August 2024. This was disappointing news, as Adfecto has been involved with science learning partnerships since 2013.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

Computing Hub

Pate's Grammar School, working in partnership with Adfecto, leads the Computing Hub for Gloucestershire, Wiltshire and North Somerset. The original contract, first designated in 2019, was extended in April 2023.

In April 2023, Pate's and Adfecto were also asked to take on an additional contract to lead the Computing Hub for the West Midlands.

In January 2025, notice was received that the Computing Hub Contracts would cease as at the 31 March 2025..

Early Career Framework

The Charity, using the TeachGlos branding, was pleased to work with the two teaching school hubs, Balcarras School and Pate's Grammar School, to deliver the Early Career Teacher programme for Gloucestershire. Over 400 teachers participated in the programme in 2023/24, with TeachGlos taking responsibility for organising the training sessions. The support of TeachGlos was invaluable in enabling the programme to run effectively.

School Business Leaders

Adfecto is part of the SBM Partnership, along with Serco. These programmes continued, now mostly online, throughout 2023/24 and continue to provide important training and development for school business leaders across the country.

Accommodation

After 7 years at the Maisemore site the decision was made to move to a school site, both as a cost saving measure and to make teacher training and development more effective. The move was finally completed in August 2024. The business will now be split between two sites: Cheltenham Bournside School, which will house the initial teacher training, school business manager and finance teams, and Pate's Grammar School, which will house the STEM team. The company address will become Pate's Grammar School.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

b. Key performance indicators

Initial Teacher Training

Recruitment to teacher training remained challenging in 2023/24 but there was a significant increase in the number of trainees recruited to start the 2024/25 course.

Science Learning Partnership

The SLP exceeded its target numbers for participants and school engagement across both contracts and met all key performance indicators.

Computing Hub

The Computing Hub hit most of its KPIs during the year.

School business leader programmes

Many of these programmes were already online. Numbers continued to be strong with over 300 participants over the year.

c. Review of activities

The main activities in the year under review were:

Initial teacher training

Continued professional development (CPD)

School business leader training programmes

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance (continued)

As at 31 August 2024, total reserves were (£1,003,632 TBC) (2023 £1,065,616). The reserve is unrestricted and for use at the discretion of the Trustees to fulfil the Charity's objectives.

The Charity aims to hold £500,000 of funds in reserve at the end of the financial year to meet all employment costs, including redundancies, and other business closure costs.

The Charity aims to use the surplus to provide free courses and support for schools and teacher training in line with their charitable aims.

c. Principal risks and uncertainties

The board have from time to time discussed and assessed the major risks to which the Charity is exposed and considered safeguards that have been and can be implemented to mitigate those risks. In accordance with the Statement of Recommended Practice for Charities the Trustees review and update the formal risk assessment annually.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management

a. Constitution

Gloucestershire Association of Secondary Headteachers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustee

The management of the Company is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

c. Organisational structure and decision making policies

As Gloucestershire Association of Secondary Headteachers Limited was established for the benefit of secondary schools within Gloucestershire and in accordance with the Articles of Association, all members of the Gloucestershire Association of Secondary Headteachers are entitled to become members of the Charity. In October 2022, the Association changed its name to Gloucestershire Association of Secondary School Leaders. The Charity has not changed its legal name.

d. Policies adopted for the induction and training of Trustees

The Trustees are appointed either at the Charity's AGM, under the recommendation of the majority of members, or in year by the Board. Trustees appointed by the Board retain office until the next AGM when they become eligible for re election.

In order to ensure the maintenance of the Charity's objectives, the board must have a minimum of 3 members. The board had 6 headteacher members in 2023/24, consisting of:

M Morgan (Chair - resigned 31 August 2024)
W Morgan
D Burke
G Jeremiah (Chair from 01 September 2024)
H Wood
J Richardson

M Morgan resigned as a trustee with effect from August 31 2024.

The Trustees of Gloucestershire Association of Secondary Headteachers Limited may delegate certain authorities to specific Trustees or other persons as is felt necessary. In the period, such delegated authority was given to T Connoles (Chief Executive ex officio).

When appointing newly elected Trustees, Gloucestershire Association of Secondary Headteachers Limited has a policy of induction which includes ensuring that they are fully aware of their responsibilities in relation to both Companies House and Charities Commission guidance and the Charity's objectives.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Plans for future periods

GASH Ltd will continue to develop its work in initial teacher training. Through Adfecto and TeachGlos it will continue to provide and develop CPD courses for serving teachers, especially Early Career Teachers.

During 2024/25 we plan to:

- Support GITEP SCITT in developing new courses in psychology, business and primary.
- Provide financial support for trainee teachers through an access fund
- Reinstate a paid internship scheme for people interested in teaching
- Deliver two new contracts: Stimulating Physics Network (with STEM Learning) and Green Futures (with STEM Learning and the West of England Combined Authority)
- Further develop the partnership with the teaching school hubs in Gloucestershire

Statement of Trustee's responsibilities

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

Approved by order of the members of the board of Trustees on 20 January 2025 and signed on their behalf by:



G Jeremiah

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GLOUCESTERSHIRE ASSOCIATION OF
SECONDARY HEADTEACHERS LIMITED**

Opinion

We have audited the financial statements of Gloucestershire Association of Secondary Headteachers Limited (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 August 2024 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 Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GLOUCESTERSHIRE ASSOCIATION OF
SECONDARY HEADTEACHERS LIMITED (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GLOUCESTERSHIRE ASSOCIATION OF
SECONDARY HEADTEACHERS LIMITED (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act 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 Auditors' 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:

Our audit planning process gave consideration to the risk of material misstatement in the financial statements, using the calculated materiality level which itself factored in the nature of the association's operations and the interpreted levels of inherent and control risk.

In assessing the risk of fraud we reviewed management's own assessment of potential for fraud within the entity and reviewed judgements made by management to identify possible bias, in addition to any opportunity and incentive for fraud that are inherent in the nature of the association's operations.

Our detailed testing included review of accounting estimates and judgements and validation of prime ledger entries.

We confirmed our knowledge of the legal and regulatory environment of the entity through discussions with management. We analysed all information available to us in respect of relevant laws and regulations, including the Companies Act 2006, Charities SORP, and relevant UK tax legislation and enquired with management as to any possible breaches in the aforementioned.

We agreed the accuracy of the financial statements to the supporting management information provided by the client and tested individually on a sample basis the income and expenditure in the financial statements to consider the business rationale behind the transactions and the accuracy of the financial records. Our audit testing did not identify any issues in respect of the matters listed above, including fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely 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 trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GLOUCESTERSHIRE ASSOCIATION OF
SECONDARY HEADTEACHERS LIMITED (CONTINUED)**



Ryan Moore (Senior Statutory Auditor)

Randall & Payne LLP

Statutory Auditors

Shurdington Road

Cheltenham

Gloucestershire

GL51 4GA

20 January 2025

Randall & Payne LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Charitable activities	3	875,482	875,482	886,537
Investments	4	34,336	34,336	21,025
Total income		909,818	909,818	907,562
Expenditure on:				
Charitable contributions		64,600	64,600	75,046
Charitable activities	5	906,738	906,738	894,805
Total expenditure		971,338	971,338	969,851
Net movement in funds		(61,520)	(61,520)	(62,289)
Reconciliation of funds:				
Total funds brought forward		1,065,616	1,065,616	1,127,905
Net movement in funds		(61,520)	(61,520)	(62,289)
Total funds carried forward		1,004,096	1,004,096	1,065,616

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 17 to 31 form part of these financial statements.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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REGISTERED NUMBER: 02876158

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	9	2,072	1,588
		<u>2,072</u>	<u>1,588</u>
Current assets			
Debtors	10	187,539	191,486
Cash at bank and in hand		979,307	939,609
		<u>1,166,846</u>	<u>1,131,095</u>
Creditors: amounts falling due within one year	11	(164,822)	(67,067)
Net current assets		<u>1,002,024</u>	<u>1,064,028</u>
Total assets less current liabilities		<u>1,004,096</u>	<u>1,065,616</u>
Net assets excluding pension asset		<u>1,004,096</u>	<u>1,065,616</u>
Total net assets		<u><u>1,004,096</u></u>	<u><u>1,065,616</u></u>
Charity funds			
Restricted funds	13	-	-
Unrestricted funds	13	1,004,096	1,065,616
Total funds		<u><u>1,004,096</u></u>	<u><u>1,065,616</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

However, an audit is required in accordance with section 145 of the Charities Act 2011.

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

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 20 January 2025 and signed on their behalf by:

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024



G Jeremiah

The notes on pages 17 to 31 form part of these financial statements.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	8,918	(210,774)
Cash flows from investing activities		
Dividends, interests and rents from investments	34,336	21,025
Purchase of tangible fixed assets	(3,556)	-
Net cash provided by investing activities	30,780	21,025
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	39,698	(189,749)
Cash and cash equivalents at the beginning of the year	939,609	1,129,358
Cash and cash equivalents at the end of the year	979,307	939,609

The notes on pages 17 to 31 form part of these financial statements

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. General information

Gloucestershire Association of Secondary Headteachers Limited ("the Charity") is a registered charity and company limited by guarantee, incorporated in England and Wales. It is governed by its Memorandum and Articles of Association.

The guarantee of each member is limited to £1. The company was granted charitable status on 3 June 2013.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Gloucestershire Association of Secondary Headteachers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the association to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the association has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the association's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.4 Expenditure

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2. Accounting policies (continued)

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Fixtures and fittings	- 4 years straight line
Office equipment	- 4 years straight line
Computer equipment	- 4 years straight line

2.7 Debtors

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

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2. Accounting policies (continued)

2.8 Cash at bank and in hand

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

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.10 Financial instruments

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

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

3. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Training courses and conferences	875,002	875,002
Other income	480	480
	<u>875,482</u>	<u>875,482</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Training courses and conferences	885,637	885,637
Other income	900	900
	<u>886,537</u>	<u>886,537</u>

4. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Investment income - Interest on term deposits	34,336	34,336

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Investment income - Interest on term deposits	21,025	21,025

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NOTES TO THE FINANCIAL STATEMENTS
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5. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Total 2024 £
Staff and facilitator costs	547,879	547,879
Bank charges	133	133
Conference costs	32,898	32,898
Consultancy and contractors	229,823	229,823
Rent and rates	35,915	35,915
Depreciation charges	757	757
Computer and IT costs	22,074	22,074
Insurances	6,326	6,326
Printing, stationary and office consumables	7,209	7,209
Repairs, renewals and other premises costs	10,645	10,645
Marketing and Advertising	4,726	4,726
Audit, accountancy and other fees	8,353	8,353
	<hr/> 906,738 <hr/>	<hr/> 906,738 <hr/>

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

5. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Staff and facilitator costs	518,739	518,739
Bank charges	64	64
Conference costs	75,967	75,967
Consultancy and contractors	191,263	191,263
Rent and rates	51,120	51,120
Depreciation charges	2,690	2,690
Computer and IT costs	20,683	20,683
Insurances	5,516	5,516
Printing, stationary and office consumables	8,150	8,150
Repairs, renewals and other premises costs	3,183	3,183
Marketing and Advertising	9,450	9,450
Audit, accountancy and other fees	7,980	7,980
	<u>894,805</u>	<u>894,805</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

6. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Staff and facilitator costs	547,879	-	547,879
Bank charges	133	-	133
Conference costs	32,898	-	32,898
Consultancy and contractors	229,823	-	229,823
Rent and rates	35,915	-	35,915
Depreciation charges	757	-	757
Computer and IT costs	22,074	-	22,074
Insurances	6,326	-	6,326
Printing, stationery and office consumables	7,209	-	7,209
Repairs, renewals and other premises costs	10,645	-	10,645
Marketing and Advertising	4,726	-	4,726
Audit, accountancy and other fees	-	8,353	8,353
	<u>898,385</u>	<u>8,353</u>	<u>906,738</u>

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

6. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Staff and facilitator costs	518,739	-	518,739
Bank charges	64	-	64
Conference costs	75,967	-	75,967
Consultancy and contractors	191,263	-	191,263
Rent and rates	51,120	-	51,120
Depreciation charges	2,690	-	2,690
Computer and IT costs	20,683	-	20,683
Insurances	5,516	-	5,516
Printing, stationary and office consumables	8,150	-	8,150
Repairs, renewals and other premises costs	3,183	-	3,183
Marketing and Advertising	9,450	-	9,450
Audit, accountancy and other fees	-	7,980	7,980
	<u>886,825</u>	<u>7,980</u>	<u>894,805</u>

7. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	5,400	6,300
Fees payable to the Company's auditor in respect of: All non-audit services not included above	1,500	1,680

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, expenses totalling £nil were reimbursed or paid directly to Trustee (2023 - £NIL to Trustee). The expenses were in relation to conference and travel costs.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

9. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2023	11,003	11,439	19,837	42,279
Additions	-	-	3,556	3,556
At 31 August 2024	<u>11,003</u>	<u>11,439</u>	<u>23,393</u>	<u>45,835</u>
Depreciation				
At 1 September 2023	11,003	11,439	18,249	40,691
Charge for the year	-	-	3,072	3,072
At 31 August 2024	<u>11,003</u>	<u>11,439</u>	<u>21,321</u>	<u>43,763</u>
Net book value				
At 31 August 2024	<u>-</u>	<u>-</u>	<u>2,072</u>	<u>2,072</u>
At 31 August 2023	<u>-</u>	<u>-</u>	<u>1,588</u>	<u>1,588</u>

10. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	72,760	186,774
Prepayments and accrued income	114,779	4,712
	<u>187,539</u>	<u>191,486</u>

11. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	41,683	34,997
Accruals and deferred income	123,139	32,070

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Creditors: Amounts falling due within one year (continued)

	2024 £	2023 £
	<u>164,822</u>	<u>67,067</u>
	2024 £	2023 £
Deferred income at 1 September 2023	6,380	-
Resources deferred during the year	81,346	6,380
Amounts released from previous periods	(6,380)	-
	<u>81,346</u>	<u>6,380</u>

Deferred income relates to income received for courses not yet provided.

12. Financial instruments

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>979,307</u>	<u>939,609</u>
	2024 £	2023 £
Financial liabilities		
Other financial liabilities measured at amortised cost	<u>164,822</u>	<u>67,067</u>

Financial assets measured at fair value through income and expenditure comprise cash at bank and on hand.

Other financial liabilities measured at amortised cost comprise of current liabilities.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
Unrestricted funds				
Reserves	1,065,616	909,818	(971,338)	1,004,096

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds				
Reserves	1,127,905	907,562	(969,851)	1,065,616

14. Summary of funds

Summary of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
General funds	1,065,616	909,818	(971,338)	1,004,096

Summary of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2023 £</i>
General funds	1,127,905	907,562	(969,851)	1,065,616

GLOUCESTERSHIRE ASSOCIATION OF SECONDARY HEADTEACHERS LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	2,072	2,072
Current assets	1,054,114	1,054,115
Creditors due within one year	(52,090)	(52,090)
Difference		
Total	<u>1,004,096</u>	<u>1,004,096</u>

Analysis of net assets between funds - prior period

	<i>Endowment funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	1,588	-	1,588
Current assets	1,131,095	-	1,131,095
Creditors due within one year	(67,067)	-	(67,067)
Total	<u>1,065,616</u>	<u>-</u>	<u>1,065,616</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	(61,520)	(62,289)
Adjustments for:		
Depreciation charges	3,072	2,690
Dividends, interests and rents from investments	(34,336)	(21,025)
Decrease/(increase) in debtors	3,947	(96,188)
Increase/(decrease) in creditors	97,755	(33,962)
Net cash provided by/(used in) operating activities	8,918	(210,774)

17. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	3,226	928,696
Notice deposits (less than 3 months)	976,081	10,913
Total cash and cash equivalents	979,307	939,609

18. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	939,609	39,698	979,307
	939,609	39,698	979,307

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

19. Operating lease commitments

At 31 August 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	-	25,870

20. Related party transactions

During the year expenditure of £8,839 (2023: £7,604) was incurred by GITEP (Gloucestershire Initial Teacher Education Partnership) in relation to staff costs, an entity primarily controlled by Gloucestershire Association of Secondary Headteachers Limited Trustees. This expenditure was recharged to Adfecto in full. Overheads are also recharged to GITEP to cover costs incurred by GASH on their behalf. Overheads and University of Bristol fees during the year totalled £15,750 (2023: £267,565.02). At the year end Gloucestershire Association of Secondary Headteachers Limited has a balance owing to GITEP of £672 (2023: £647) and a balance owing from GITEP of £3,359 (2023: £102,898).

During the year, total income was received of £416,033 (2023: £420,385) from Pates Grammar School. At the year end, a debtor balance of £nil (2023: £80,395) was due. During the year there was also consultancy fees and other expenditure incurred, totalling of £84,102 (2023 £64,218). No creditor balance was owing at the year end.

During the year, total income of £33,773 (2023: £40,966) was received from Balcarras School Trust; expenditure of £5,303 (2023: £3,815) was incurred and paid to Balcarras.

During the year staff costs of £217,314 (2023 £221,156) were recharged from St Peter's Catholic High School & Sixth Form Centre. At the year-end a balance of £14,520 (2023: £nil) was owing to St Peter's Catholic High School.

