

**The Chartered Association
of Business Schools**

**Annual Report and Financial
Statements**

30 June 2024

Charity Registration Number 1162854

Contents

Reports

Reference and administrative details	1
Report of the Council	3
Independent auditor's report	18

Financial statements

Statement of financial activities	23
Balance sheet	24
Statement of cash flows	25
Principal accounting policies	26
Notes to the financial statements	31

Reference and administrative details

Members of the Council (Trustees)	Professor Mohammad Ali (Vice-Chair) Professor Julia Bennell Professor Marian Garcia Professor Conor Moss Professor Kamil Omoteso Professor Stewart Robinson (Chair) Professor Adam Shore Professor Sankar Sivarajah (Treasurer) Professor Baback Yazdani
Secretary to the Council	Daniel Walsh (until 8 March 2024) Laura Paterson (Appointed on 20 May 2024)
Chief Executive	Flora Hamilton
Registered and operational office	3 rd Floor 40 Queen Street London EC4R 1DD
Telephone	020 7236 7678
E-mail	enquiries@charteredabs.org
website	www.charteredabs.org
Charity registration number	1162854
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Lawyers	Penningtons Manches Cooper LLP 125 Wood Street London EC2V 7AW

Reference and administrative details

Bankers

NatWest
38 The Strand
London
WC2N 5JB

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Investment managers

CCLA Investment Management
1 Angel Lane
London
EC4R 3AB

The Council presents its annual report and audited financial statements for the year ended 30 June 2024 for The Chartered Association of Business Schools (“the Charity” or “the Association”).

The financial statements have been prepared in accordance with the accounting policies set out on pages 26 to 30 of the attached financial statements and comply with the charity’s Royal Charter, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later.

Introduction

The Chartered Association of Business Schools advances the education of the public in business and management in particular through the promotion of management education, training and development so as to improve the quality and effectiveness of management in the United Kingdom.

Objectives and activities

As articulated in the Royal Charter, the Association’s objective is the advancement of education for the public benefit by:

- ◆ advancing the education of the public in business and management in particular through the promotion of business and management education, training and development so as to improve the quality and effectiveness of the practice of management in the United Kingdom;
- ◆ designing and running awards (“the Charter Awards”) providing public recognition to business schools which assist small businesses to succeed;
- ◆ promoting research, organisational structures and communications between members and the public and Government to assist its members in their contributions to society at large;
- ◆ providing a forum for the exchange of ideas and stimulating discussion on the role of business and management education; and
- ◆ organising and facilitating the development of the competence of academic and administrative staff of the member organisations.

Our mission:

Supporting and championing business schools for the benefit of business and society.

The members of the Council confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Association's objectives and aims and in planning future activities.

We deliver our mission through:

Lobbying and Advocacy

Building relationships with key stakeholders to promote awareness of the economic and societal impact of business school research and education.

Developing Capacity

Creating spaces for members to develop talent and share experiences of best practice in business school research, teaching, knowledge exchange, and leadership.

Building Knowledge and Understanding

Gathering data, conducting impactful research and sharing insights that support our members to understand the world in which they operate.

Our priorities for 2024-25:

Securing the financial sustainability of the UK's business schools: supporting members and advocating for fit-for-purpose policy development to maintain the contribution of business schools to the UK's higher education sector and the economy.

Accelerating small business productivity and growth for the benefit of the UK economy: developing capacity and promoting the role business schools play in improving SME performance.

Review of activities

Lobbying and advocacy

Our focus for the year was to raise awareness of our priorities and engage with parliamentarians and our stakeholders in preparation for the general election.

Review of activities (continued)

Lobbying and advocacy (continued)

We had a number of engagements with government ministers and the shadow cabinet holding offices responsible for higher education, apprenticeships, and business.

In our advocacy work around international students, we made a submission to the MAC Review of the Graduate Route; we had dialogue with the Universities Minister on exemptions for dependents' visas; we engaged with the International Students All Party Parliamentary Group; and we collaborated with key bodies including Universities UK, the CBI, and UKCISA. We also developed and published critical data on student recruitment trends.

On apprenticeships, we made a successful submission to the Chancellor to defend higher level apprenticeships against levy reforms. We published our 'Bridging the Gap' report which demonstrated that management apprenticeships support social mobility. We also formed the Higher Level Skills Group with other stakeholders including the CMI, UVAC, the CBI and large employers.

We introduced a new Policy Committee that is steering our evolving policy positions in real time to reflect the needs of our members and help us to raise the voice of business schools.

In relation to our priority to 'accelerate small business productivity and growth for the benefit of the UK economy', we had numerous engagements with ministers, shadow ministers, and stakeholders advocating for the value of our network of Small Business Charter accredited business schools and their contribution to productivity and growth through programmes such as Help to Grow: Management.

Development Programmes

Our four Development Programmes remain popular because they are useful for both the individual participants and the member school.

In 2023-24 the Deans' and Directors' Development Programme (3DP) was facilitated by Professor Julia Clarke; the Leaders in Learning and Teaching Development Programme (LLT) was facilitated by Professor Sally Everett; the Development Programme for Directors of Research (DPDOR) which is run in partnership with the British Academy of Management was facilitated by Professor Natasha Mauthner; and the Executive Education Leadership Programme (EELP) was facilitated by Steve Ludlow. We are grateful to all our facilitators for the brilliant job they do in creating such stimulating environments for development.

Review of activities (continued)

Conferences

The 2023 Chartered ABS Annual Conference took place in London in November and was our largest gathering to date. It is our flagship conference and brings together the Deans and leaders of UK business schools and senior representatives of government and industry.

Our conference for the professional services community (PMAC 2024) once again was a blended event consisting of an in-person event held in Newcastle for senior professional services staff and an online event for the wider professional services community.

The Learning, Teaching & Student Experience conference (LTSE 2024) took place in Birmingham in May. We had a record number of participants and, as ever, the quality of the content and the supportive culture of the conference was outstanding.

Other events

Demand for smaller in-person events such as CMBE CPD workshops, SBC events and other events for the Chartered ABS community remained suppressed this year. This was due to a number of factors including budget pressures within our member schools. Notwithstanding a difficult market we ran several events which brought together different parts of the membership for learning, debate, and network building. For example, in November 2023 and again in June 2024, Directors of Executive Education gathered for the biannual Executive Education Symposia; and events were organised to the research community on the topic of REF 2029 and interdisciplinary research.

In June 2024 we hosted the Small Business Charter Summer Reception which included the inaugural SBC Leaders Forum and the second annual 'Small Business Charter Excellence Awards'.

Our paid-for events have been supplemented by our free online Community Meetings for distinct groups (such as Deans and the CMBE community) which we have continued since introducing them in 2020.

Committee work

We currently support around 40 committee meetings each year, held by our thirteen committees and our Race Equality Action Group. Over 140 people representing over 80 of our member institutions sit on these groups, and each of the committees report into Council. Our series of free, regular on-line community meetings, with topics and speakers chosen by the Committees continued where there was a demand for them.

Review of activities (continued)

Publications

During the preceding year we continued with our regular cycle of publications for members, which included the research income reports for Business & Management and Law, interactive spreadsheets and commentary on the NSS results for both fields, and an in-depth analysis of outcomes for graduates from 2019/20 using the latest dataset for the HESA 'Graduate Outcomes' survey. We also published a detailed analysis of student enrolments by country and domicile covering all providers offering Business & Management education in the UK. Our ad-hoc publications in 2022/23 included the first ever detailed look at approaches to resourcing professional services teams in UK business schools, which resulted from a collaboration with our Professional Managers Committee, and the launch of an interactive data visualization tool on the impact case studies submitted by business schools to the Research Excellence Framework (REF) 2021.

Also in the last year, we published the second edition of the LTSE Conference proceedings document based on submissions to the 2022 event, and several publications under our 'Dynamic Conversations' initiative which focuses on key issues related to Learning & Teaching, such as data literacy, and creativity and employability.

Certified Management & Business Educator (CMBE)

In May 2024 the CMBE celebrated its fifth anniversary, and its continued growth reflects the commitment that institutions and educators are making to the ongoing development of teaching practice and leadership. 1 in 20 academics in UK business schools hold the CMBE, and there are CMBEs in 80% of UK business schools and in nearly 30 countries worldwide. At an individual level, the CMBE supports educators ongoing development, career progression, and provides recognition of teaching practice. Moreover, an increasing number of our members are utilising the option of group subscriptions which is a terrific way for a business school to demonstrate, in tangible terms, its commitment to staff progression and development.

Small Business Charter

On 30 October 2023, Lord Karan Bilimoria CBE DL of Chelsea was appointed patron of the Small Business Charter. Lord Bilimoria is a crossbench peer, the founder of Cobra Beer, Chairman of the Cobra Beer Partnership - a joint venture with Molson Coors and the Chair of the UK Council for International Student Affairs.

He is a long-standing supporter of business schools and universities, having studied at Cranfield School of Management, London Business School and Harvard Business School, and is currently Chancellor of the University of Birmingham and studying for his doctorate at Cambridge Judge Business School.

Review of activities (continued)

Small Business Charter (continued)

We have seen a further increase in the number of schools with the Small Business Charter and there are now 67 business schools with the SBC.

On 18 June 2024, we celebrated the second year of the Small Business Charter Excellence Awards and convened our members for our first Small Business Leaders Forum. This event at BMA House kicked off the campaign to celebrate the 10th Anniversary of the Small Business Charter and to highlight to government, policy makers and stakeholders the role of the Small Business Charter business schools in empowering small business success.

Help to Grow: Management Course

The Chartered ABS is in its fourth year of delivering the Help to Grow: Management Course. The course is now available via 62 member schools with the small business charter across the UK, widening access for small business leaders in all four nations.

By 31 March 2024, business schools had delivered, or started to deliver, a total of 469 cohorts. In data published by the Department for Business and Trade in May 2024, a total of 9,140 small business leaders had enrolled on the programme as of the 31 March 2024.

During 2023, the development and management of the Help to Grow: Management Alumni programme continued to grow. In 2023-24, Chartered ABS delivered the second annual Alumni conference, nine regional events for the alumni, and ten webinars.

Delivery of the Help to Grow: Management Course enables member schools to build relationships with small business leaders in the regions and nations where they operate. It also provides opportunities for further engagement through student placements, research positions and Knowledge Transfer Partnerships. In the most recent evaluation research produced by Ipsos, it was reported that 93% of small business leaders would recommend the course to a peer; an excellent endorsement of the quality of the curriculum and its delivery by SBC member business schools.

Help to Grow: Management Essentials

In April 2024 Chartered ABS launched Help to Grow: Management Essentials, a free, online small business leadership course available to every SME via the SBC website. There is no eligibility criteria so sole traders, aspiring leaders, and more experienced leaders can all access the self-guided course.

Developed by the team of SME experts that created the Help to Grow: Management Course, Essentials consists of 17 bite-sized videos and supporting resources to help participants think about the future of their business. The content is split into 3 modules. It starts by helping the

Review of activities (continued)

Help to Grow: Management Essentials

business leader analyse their business and its potential, moves on to provide a foundation in the key business functions, and concludes with a focus on mindset and entrepreneurial leadership skills to support the business leader in setting and achieving their goals. Essentials provides an excellent introduction to the ideas explored more fully in the 12-week Help to Grow: Management Course.

Media coverage

The Chartered ABS, Small Business Charter and Help to Grow: Management has collectively been covered over 800 times in the press. There has been significant coverage of Help to Grow: Management across regional and trade press contributing to heightened awareness of the programme and schools delivering it. National coverage as part of Chartered ABS and SBC advocacy was secured in The Times, Independent, Evening Standard and Wonkhe.

Digital communications including website and newsletters

A continued increase in engagement from our membership and wider community is evidenced by the growth of our database, which has now expanded to 103,435 UK and international contacts. As such, our newsletters and website have tremendous reach within the global business school community and amongst our stakeholders.

The Chartered ABS website continues to see high traffic, with an average of 28,700 unique visitors engaging with the site every month. Since the relaunch of the Chartered ABS website, we have seen notable increases to several areas of the site, including the increased number of publications, reports and blogs that we produce.

We have continued to see an increase in engagement and following across all Chartered ABS and Small Business Charter social media, regularly surpassing our targets. We have recently launched a dedicated CMBE LinkedIn page, which has already gained a solid following and will support further expansion of CMBE numbers. High levels of engagement on the Small Business Charter social media are partially attributable to the nationwide Help to Grow: Management Course social campaigns.

Academic Journal Guide

At the time of writing, the 2024 edition of the Academic Journal Guide is close to publication and is keenly awaited by the global business school research community. The new edition will represent a significant step change, featuring interesting new contextual metrics on the journals listed within the Guide and an enhanced user interface. We will continue to obtain feedback from users of the AJG on future possible enhancements to ensure that we maintain and grow the user base. The launch of the new edition of AJG will also drive significant international traffic to the new Chartered ABS website.

Review of activities (continued)

Equity, Diversity and Inclusion

Equity, diversity and inclusion are important to us and we actively promote our strategic principles on inclusion. These principles are embedded in our work and activity and promoted to our members. Sessions and workshops on EDI have been a feature at all of our major conferences this year. Our jointly published “Guide to Running Inclusive Events” has influenced practice in other disciplines and continues to inform our approach to the events, programmes and meetings that we coordinate.

Committee reports

Apprenticeships Committee

The Committee published the report ‘Bridging the gap: How business schools are building pathways to success through degree apprenticeships’. The report was valuable in demonstrating the social mobility impacts of management degree apprenticeships and gained coverage in Times Higher Education. The Committee has worked extensively to develop our policy positions and consultation responses to support our advocacy work around the value of apprenticeships and the continuation of degree apprenticeships as part of any future Levy reform.

Academic Journal Guide Management Committee

In 2023/24 the AJG Management Committee provided oversight to the assessment process for AJG 2024. The Committee also helped steer the implementation of the strategic development plans for the AJG through the identification of additional contextual metrics and plans to further widen the international profile of the Guide.

Equity, Diversity and Inclusion (EDI) Committee

The Committee finalised its terms of reference in November 2023. They supported a submission to Council to fund a research project into Equity & Inclusivity In Business Schools, which was granted funding. The Committee developed the positioning for Chartered ABS on ethnicity pay gap reporting to support the work of Sandra Kerr CBE and Business in the Community. The Race Equality Action Group is now formally reporting into the Committee with both its Chair and Vice-Chair having joined as full committee members.

Executive Education Committee

The Committee organised two Symposia in November 2023 and June 2024. The second of these explored changing client needs in executive education. The committee have developed a survey of clients which will be the focus of their work in the coming year, leading towards a report on the Future Trends in Executive Education.

Committee reports (continued)

International Committee

The International Committee helped shape the objectives of the Chartered ABS taskforce for International Students which will engage in research and policy analysis into this crucial area for our members. The committee has also provided input to develop the Chartered ABS's lobbying and advocacy positions on related policy issues, including the ban on visas for dependents. Committee members also Chaired two sessions at our Annual Conference, one on Transnational Education and another on the lived experience of international students.

Learning, Teaching and Student Experience (LTSE) Committee

The 2024 LTSE Conference was held in Birmingham on 14-15 May and once again saw a record number of attendees in addition to a record number of conference submissions. LTSE Committee members helped shape the conference programme and review the submissions. The feedback process for the 2024 event was enhanced so that more participants could receive constructive feedback. Also during the year, the Committee contributed ideas for the growth strategy for the CMBE CPD programme, and hosted a '*Dynamic Conversations*' event on AI and learning experiences.

Membership and Fellowships Committee

The Committee approved membership applications UA92 Business School and EM Normandie Business School. Following an open call for Fellowships placed on the Chartered ABS website, the following five new Fellows were appointed in recognition of their contribution to the Chartered ABS mission: Dr Emm Barnes, Sandra Kerr CBE, Dr Cathy Minnett-Smith, James Norman, and Professor Adam Shore.

Policy Committee

The new Policy Committee was formed mid-year to provide input and direction into our advocacy work. In the run-up to the general election, their contribution has been invaluable in helping us to hone our policy positions on areas like international students, and respond with agility to developments such as the visa ban on students' dependents and the Migration Advisory Committee's recommendations.

Professional Managers Committee

A successful in-person PMAC was held in February 2024 in Newcastle followed by an online professional manager's conference in April. The committee is working on creating a Development Programme for professional services staff, and has updated and refreshed its Key Priorities and Projects for the year ahead.

Committee reports (continued)

Research Committee

The Research Committee supported the development of two research symposia during the year, one in January 2024 on arrangements for the Research Excellence Framework (REF) 2029 and another in June 2024 on Interdisciplinary Research. The committee continues to explore issues around research culture in business schools, including best practices and values. The Research Committee continues to oversee our commissioned piece of research on business schools and knowledge exchange which will complete in autumn 2024.

Remuneration Committee

The Remuneration Committee, which is responsible for, inter alia, the levels of salaries of the Chief Executive and other Chartered ABS staff, has conducted its business to enable it to consider all pertinent items in making its decisions this year.

Scholarships Committee

The Chartered ABS did not tender any new commissioned research projects in 2023/24. Following completion of the business schools and knowledge exchange project, the Scholarships Committee and the Chartered ABS will determine the future requirement for commissioned research in line with the strategic research objectives set by Council.

Scottish Committee

The Committee functions as a valuable network for the Deans of the Scottish schools and a channel to develop understanding and positions on Scottish higher education funding and policy. In May the majority of Scottish members were represented at a roundtable meeting which explored HE funding, apprenticeships and the role of business schools in Scotland's enterprise economy.

Financial review

Results for the period

A summary of the Association's results for the period is given in the statement of financial activities on page 23 of this annual report and financial statements.

The total income for the year was £17,875,573 compared to £24,347,361 in the prior year. The significant decrease was driven by Government funded programmes delivered through the Small Business Charter, under restricted funds.

The total expenditure for the year was £17,834,513 compared to £24,144,783 in the prior year. The significant decrease was likewise driven by Government funded programmes with funding being transferred to the SBC schools delivering the programmes.

Financial review (continued)

In addition to the above, investment gains of £45,409 (2023: £17,015) were experienced, resulting in a surplus for the year of £86,469 (2023: £219,593), leaving the Chartered ABS in a healthy financial position at year end.

Financial position

The total net assets of the Chartered Association at 30 June 2024 were £2,372,709 (2023: £2,286,240), which were represented by unrestricted funds of £1,693,738 (2023: £1,737,139) and restricted funds of £678,971 (2023: £549,101).

Reserves policy

The intention of the Council is for the Chartered ABS to have reserves to cover between nine and 12 months, preferably towards the higher end. In this calculation we exclude the Government funded programme costs, as these are fully funded through the programmes. However, the standard SBC activities are included within the policy. In essence this means we are looking to hold between £1.15m and £1.5m. As at 30 June 2024, the Association's free reserves were £1,423,322. The purpose of reserves is to ensure we are able to withstand any financial shocks and to provide funds to cover expenditure we are planning to make, especially in terms of staff and premises.

Council has determined to considerably increase the amount we spend on research through scholarships and commissioned work. We have expanded the research team internally and have plans to commission research into both Knowledge Exchange in business schools, and the effectiveness of activities around EDI within our member schools.

It is the intention for the SBC restricted funds to represent 75% to 100% of annual income, which we are now much closer to.

Investment Policy and Performance

In 2019 Council selected to place some of our reserves in a charity investment fund with CCLA.

The Chartered ABS will use the investment return to fund activities of the Association for the benefit of its members and in line with the strategy as determined by the Council. It is acknowledged that the principal risk to perpetual reserves such as these is inflation. The policy is to ensure the real value of our reserves are maintained as a minimum and the investment portfolio is actively measured against CPI.

Financial review (continued)

Investment Policy and Performance (continued)

In December 2023, the Council approved the transfer of investment funds to the CCLA COIF Ethical Fund and with the introduction of regular cash flow reporting a further £500,000 of reserves were invested into this fund in March 2024.

Governance, structure and management

Governance

The Chartered Association of Business Schools is governed by a Council whose members are drawn from the voting members of our member business schools. Members are elected annually at the Chartered ABS Annual General Meeting, held in November, with approximately one third of the Council stepping down after their three-year terms each year. The Royal Charter and Bye-Laws of The Chartered Association of Business Schools, its incorporating document, lays down the powers, authorities and responsibilities of the Council.

Members of the Council

Members of the Council (who are also trustees of The Chartered Association of Business Schools for the purposes of charity law) who served during the period and up to the date of this report were:

Professor Mohammad Ali	
Professor Julia Bennell	
Professor Catherine Cassell	Resigned September 2024
Professor Marian Garcia	
Professor Toni Hilton	Resigned November 2023
Professor Robert MacIntosh	Resigned September 2024
Professor Heather McLaughlin	Resigned November 2023
Professor Conor Moss	Appointed November 2023
Professor Eleanor Shaw	Resigned September 2024
Professor Kamil Omoteso	
Professor Stewart Robinson	Appointed November 2023
Professor Sankar Sivarajah	
Professor Adam Shore	Appointed November 2023
Professor Baback Yazdani	

In addition to the above elected members, David Meech Mazumdar and Professor Yanguo Jing serve as co-opted members.

Elections were held in October 2023 to fill the vacancies arising from the above end of terms of office of some members.

Governance, structure and management (continued)

Induction and training of Council members

Newly appointed Council members, whether elected or co-opted, are provided with an induction pack, which includes the Charter and Bye-Laws, the Charity Commission's guide to responsibilities of trustees ('The Essential Trustee (CC3)'), terms of reference and the latest minutes of the Council and the most recent annual report and financial statements.

All Council members have been provided with a copy of the SORP (FRS 102) which contains the reporting requirements applicable to the financial statements of charities. Council members also have open access to the Secretary to the Council and the senior staff for advice and information.

Governance arrangements

The Council has thirteen committees: Apprenticeships; Research; Learning, Teaching and Student Experience; Scottish; Professional Managers; Executive Education; International; Equality, Diversity and Inclusion; Academic Journal Guide; Membership; Policy; Awards and Fellowship; and Remuneration. The Council members receive reports of all committee activity and also the activities of the Race Equality Action Group. The terms of reference for all committees are established by the Council and available on the Chartered ABS website.

Small Business Charter (SBC)

The SBC has its own Management Board, although the annual budget is approved by Council. Within the financial statements the SBC funds are treated as restricted funds.

CMBE Professional Standards Board

The PSB oversees the professional standards of the CMBE scheme.

Responsibilities of staff

The Chief Executive is appointed by the Council and has full executive authority for the management of the Association and its staff, as well as devising and recommending to Council suitable strategies and policies and implementing the plans and budgets approved by the Council.

Key management personnel

From July 2023, the senior leadership team is comprised of Flora Hamilton as CEO, Barney Roe as Deputy CEO & Director of External Relations, Oliver Lowe as Director of Professional and Programme Development, Roxanne Nazrudeen as Help to Grow Management Programme Director and Angela Millward joined as Head of HR in August 2023.

Further details of transactions with Council members are disclosed in note 11.

Statement of responsibilities of Council members

The Council members, who are trustees under charity law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Council is required to: select suitable accounting policies and then apply them consistently;

- ◆ observe the methods and principles of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements. In considering whether it is able to make this statement, in the light of the specificity of charity accounting requirements, Council takes advice from the management of The Chartered Association of Business Schools and the Auditor; and
- ◆ prepare the financial statements on a going concern basis unless it is inappropriate to assume that the Association will continue on that basis.

The Council members are responsible for keeping adequate accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, and The Chartered Association of Business School's Charter and Bye-Laws. The Council is also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council is responsible for the maintenance and integrity of the financial information on the Association's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

The members of the Council confirm that as far as they are aware, there is no relevant audit information of which the Association's auditor is unaware. They have taken all the steps that they ought to have taken as Council members in order to make themselves aware of any

relevant audit information and to establish that the Association's auditor is aware of that information.

Risk management

During Council meetings, the Council regularly assesses the major risks to which the Association is exposed, in particular those relating to business continuity, revenue and operations. The trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems, and by examining the operational and business risks faced by the Association, they have established effective systems to mitigate those risks.

As in any membership organisation there is a risk of loss of membership income. Our exposure to this risk is heightened with mounting financial strain on institutions within the membership. Our public affairs activity, regular member engagement, high quality events and reports, as well as our growth strategy for the years ahead, are designed to support and retain existing members and mitigate against the risk of losing any members.

The Help to Grow: Management programme delivered by the SBC members has government funding to 31 March 2025 and there is a risk that this could cease or be paused by the new government which would directly impact SBC membership income. To address this we have launched an active advocacy campaign as part of the 10th anniversary of the SBC promoting successes of this programme and how the SBC members are critical partners in driving up SME economic growth.

The Government funded programme – Help to Grow: Management continues to require significant staffing levels and the concern about our ability to attract and retain appropriate staff has been managed well. In light of the cost of the programme for Government, there is a risk of a review being conducted by the National Audit Office, which would bring huge disruption to business as usual.

Approved by the Council and signed on its behalf by:



Professor Stewart Robinson:

Chair

Approved by the Council on: 24 October 2024

Independent auditor's report to the members of The Chartered Association of Business Schools

Opinion

We have audited the accounts of The Chartered Association of Business Schools (the 'charity') for the year ended 30 June 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the accounts. 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 charity's affairs as at 30 June 2024 and of its incoming resources and application of resources 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 auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the accounts 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 charity's ability to continue as a going concern for a period of at least twelve months from when the accounts 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 annual report, including the Report of the Council, other than the accounts and our auditor's report thereon. The Council Members are responsible for the other information contained within the annual report. Our opinion on the accounts 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 accounts 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 accounts 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

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report

We have nothing to report in respect of the following matters in relation to which 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 accounts; or
- ◆ sufficient accounting records have not been kept; or
- ◆ the accounts are not in agreement with the accounting records; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of Council members

As explained more fully in the statement of responsibilities of the Council members set out on pages 15-16, the Council members are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council members are responsible for assessing the charity'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 charity 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 as auditor under section 144 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 accounts 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 accounts.

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:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with management, and from our knowledge and experience of the sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2011 and data protection legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- The identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

Independent auditor's report Year ended 30 June 2024

- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- Performed substantive testing of expenditure including authorisation thereof.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of Council meetings; and
- Enquiring of management as to actual and potential litigation and claims, including inspecting the relevant correspondence from regulators and advisors;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Independent auditor's report Year ended 30 June 2024

Use of our report

This report is made solely to the charity'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 charity's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Buzzacott LLP
Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 20 November 2024

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of financial activities Year ended 30 June 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £
Income from:				
Charitable activities	1	1,658,406	16,172,377	17,830,783
Other income		44,790	—	44,790
Total income		1,703,196	16,172,377	17,875,573
Expenditure on:				
Charitable activities	2	1,792,006	16,042,507	17,834,513
Total expenditure		1,792,006	16,042,507	17,834,513
Net income before losses on investments		(88,810)	129,870	41,060
Gains on revaluation of investments	7	45,409	—	45,409
Net income and net movement in funds		(43,401)	129,870	86,469
Reconciliations of funds				
Fund balances at 1 July 2023		1,737,139	549,101	2,286,240
Fund balances at 30 June 2024	18	1,693,738	678,971	2,372,709

The charity has no recognised gains and losses in the period other than those shown above.

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £
Income from:				
Charitable activities	1	1,476,203	22,848,844	24,325,047
Other income		22,314	—	22,314
Total income		1,498,517	22,848,844	24,347,361
Expenditure on:				
Charitable activities	2	1,455,765	22,689,018	24,144,783
Total expenditure		1,455,765	22,689,018	24,144,783
Net income before gains on investments	7	42,752	159,826	202,578
Losses on revaluation of investments		17,015	—	17,015
Net income and net movement in funds		59,767	159,826	219,593
Reconciliations of funds				
Fund balances at 1 July 2022		1,677,372	389,275	2,066,647
Fund balances at 30 June 2023	18	1,737,139	549,101	2,286,240

Balance sheet 30 June 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	6	43,798	42,509
Investments	7	1,098,512	553,103
Current assets			
Debtors	8	3,971,067	2,946,811
Cash at bank and in hand		1,249,317	5,554,796
		5,220,384	8,501,607
Liabilities:			
Creditors: amounts falling due within one year	9	(3,989,985)	(6,810,979)
Net current assets		1,230,399	1,690,628
Total net assets		2,372,709	2,286,240
The funds of the charity:			
Unrestricted funds:			
. General funds		1,423,322	1,455,231
- Tangible fixed assets fund	14	43,798	42,509
. Designated funds	15	226,618	239,399
Restricted funds	13	678,971	549,101
	16	2,372,709	2,286,240

Approved by the Council
and signed on their behalf by:



Professor Stewart Robinson

Chair

Approved on: 24 October 2024

Statement of cash flows Year ended 30 June 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(3,791,590)	3,837,189
Cash flows from investing activities:			
Purchase of fixed assets		(13,889)	(37,273)
Purchase of investments		(1,097,166)	—
Sale of investments		597,166	—
Net cash used in investing activities		(513,889)	(37,273)
Change in cash and cash equivalents in the year		(4,305,479)	3,799,916
Cash and cash equivalents at 1 July	B	5,554,796	1,754,880
Cash and cash equivalents at 30 June	B	1,249,317	5,554,796

Notes to the statement of cash flows for the year ended 30 June:

A Reconciliation of net movement in funds to net cash provided by operating activities

	2024 £	2023 £
Net movement in funds (as per the statement of financial activities)	86,469	219,593
Adjustments for:		
Depreciation charge	12,600	6,253
Gains on investments	(45,409)	(17,015)
(Increase)/decrease in debtors	(1,024,256)	818,352
(Decrease)/increase in creditors	(2,820,994)	2,810,006
Net cash (used by)/provided by operating activities	(3,791,590)	3,837,189

B Analysis of cash and cash equivalents

	2024 £	2023 £
Total cash and cash equivalents: Cash at bank and in hand	1,249,317	5,554,796

Analysis of changes in net debt

	At 1 July 2023 £	Cash flows £	At 30 June 2024 £
Cash at bank and in hand	5,554,796	(4,305,479)	1,249,317

Principal accounting policies Year ended 30 June 2024

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

Basis of preparation

These financial statements have been prepared for the year ended 30 June 2024 and are presented in sterling and rounded to the nearest pound.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the Council and management to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- ◆ estimating the useful economic life of tangible fixed assets for the purpose of determining the annual depreciation charge;
- ◆ allocating support costs across charitable activities; and
- ◆ estimating the value of gifts in kind received during the year.

Assessment of going concern

The Council have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Council have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The Government funded programme Help to Grow: Management provides significant cash flow, although does not have an impact on the bottom line as the majority of the funds flow through to the business schools delivering the course. Funds that remain within the Chartered ABS are only to cover our costs.

Assessment of going concern (continued)

The Council members have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. They are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the financial statements are detailed above.

Income recognition

Income is recognised in the period in which the charity has entitlement to the income, the amount of income can be measured reliably and it is probable that the income will be received. Income is recognised on an accruals basis.

Income comprises membership fees, income from conferences and events in relation to the Small Business Charter, application and renewal fees, grant income and donations.

Grants are recognised when the charity has confirmation of both the amount and settlement date. In the event that a grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period. Where such grants are funded in arrears, the income is recognised when it is probable that those conditions will be fulfilled in the reporting period, being once the costs have been incurred.

Investment income from listed investments is recognised when received. Gifts in Kind are recognised at the market value of the service or product, being the value as advertised on third party websites. This usually consists of room hires, pro-bono work and salesforce licenses.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment 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 comprises solely of expenditure on charitable activities, which consists of the costs of providing education training to members, running conferences and events, administering the Small Business Charter and running Government grant funded programmes.

Allocation of support and governance costs

Support costs, including governance costs, represent the indirect charitable expenditure incurred in carrying out the primary purposes of the charity. Such costs include the provision of office services and equipment and the public accountability of the charity (including audit costs).

Support costs are apportioned between charitable activities on the basis of staff time spent on each activity.

Pension costs

Retirement benefits to employees of the charity are provided by either the Teachers' Pension Scheme ('TPS'), a defined benefit scheme, or a defined contribution scheme provided by AVIVA. The TPS is closed to new employees.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the charity in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is a multi-employer scheme and as the charity is unable to identify its share of the underlying (notional) assets and liabilities of the scheme, it has taken advantage of the exemption in FRS 102 and has accounted for the contributions to the scheme as if it were a defined contribution scheme.

The contributions in respect of the defined contribution scheme with AVIVA are recognised in the financial statements in the year which they are payable to the scheme.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life:

- Office furniture - 5 years
- Furniture and fixtures - 4 years

Fixed asset investments

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

The charity does not acquire put options, derivatives or other complex financial instruments.

Fixed asset investments (continued)

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value is acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the statement of financial activities and are credited (or debited) in the year in which they arise.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

Creditors and provisions

Creditors and provisions 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. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The charity has various types of funds for which it is responsible, and which require separate disclosure. These are as follows:

Principal accounting policies Year ended 30 June 2024

General funds

Funds which are expendable at the discretion of the Council in furtherance of the objects of the charity.

Designated funds

The Council have designated certain amounts for specific purposes.

Restricted funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Taxation

The Chartered Association of Business Schools is a registered charity and therefore is not liable for income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2024 £
Membership and subscriptions	878,707	—	878,707
Conferences and events	513,929	—	513,929
Professional development	265,770	—	265,770
Small Business Charter	—	505,300	505,300
Government grant funded programmes			
. Help 2 Grow: Management	—	15,332,928	15,332,928
Help 2 Grow: Management Essentials	—	334,149	334,149
	<u>1,658,406</u>	<u>16,172,377</u>	<u>17,830,783</u>

	Unrestricted funds £	Restricted funds £	2023 £
<i>Membership and subscriptions</i>	810,388	—	810,388
<i>Conferences and events</i>	417,215	—	417,215
<i>Professional development</i>	248,600	—	248,600
<i>Small Business Charter</i>	—	500,630	500,630
<i>Government grant funded programmes</i>			
<i>. Help 2 Grow: Management</i>	—	22,348,214	22,348,214
	<u>1,476,203</u>	<u>22,848,844</u>	<u>24,325,047</u>

2 Expenditure on charitable activities

	Direct £	Support £	2024 £
Membership and subscriptions	(50,338)	84,402	34,064
Conferences and events	700,457	259,838	960,295
Professional development	185,276	89,689	274,965
Publications and Research	228,939	293,743	522,682
Small Business Charter	276,380	99,050	375,430
Government grant funded programmes			
. Help 2 Grow: Management	15,312,603	20,325	15,332,928
. Help 2 Grow: Management Essentials	334,149	—	334,149
	16,987,466	847,047	17,834,513

	Direct £	Support £	2023 £
<i>Membership and subscriptions</i>	69,812	71,527	141,339
<i>Conferences and events</i>	543,526	221,731	765,257
<i>Professional development</i>	176,177	41,851	218,028
<i>Publications and Research</i>	126,989	203,318	330,307
<i>Small Business Charter</i>	244,872	95,932	340,804
<i>Government grant funded programmes</i>			
. <i>Help 2 Grow: Management</i>	22,329,862	19,186	22,349,048
	23,491,238	653,545	24,144,783

The above expenditure analysed by fund was:

	2024 £	2023 £
Unrestricted funds	1,792,006	1,455,765
Restricted funds	16,042,507	22,689,018
	17,834,513	24,144,783

Restricted funds expenditure relates to the programmes detailed in note 13.

3 Support costs

	2024 £	2023 £
Premises costs	150,897	134,274
Administration	188,636	152,310
Staff costs	351,795	173,886
Travel	22,322	9,486
Depreciation	12,600	6,253
Other expenses	5,336	106
Bad debt write off	—	39,362
Governance	27,452	21,316
. Audit and accountancy fees	20,123	18,498
. Legal and professional fees	67,886	98,055
	847,048	653,546

4 Net income

This is stated after charging:

	2024 £	2023 £
Depreciation	12,600	6,253
Auditors' remuneration		
. Statutory audit current year	15,000	13,000
. Statutory audit prior year	10,280	—
. Other assurance	32,128	28,915
. Other services	2,340	640
Operating lease rentals		
. Land and buildings	127,399	133,663
. Office equipment	3,357	4,954

5 Staff costs, remuneration of key management and Council members' remuneration

	2024 £	2023 £
Staff costs during the period were as follows:		
Wages and salaries	2,283,024	1,894,333
Social security costs	256,105	125,743
Other pension costs	218,460	96,342
	2,757,589	2,116,418

The average monthly number of employees during the year was:

	2024 No	2023 No
Employees	49	40

5 Staff costs, remuneration of key management and Council members' remuneration
(continued)

The number of employees whose total remuneration was over £60,000 in the year were as follows:

	No. employees	
	2024	2023
£60,001 - £70,000	3	2
£70,001 – £80,000	1	—
£80,001 – £90,000	—	1
£90,001 – £100,000	2	3
£100,001 - £110,000	1	1
£130,000 – £140,000	—	1

Key management personnel comprise the Council members, the Chief Executive, the Director of Communications and External Relations and the Office Manager. The total remuneration payable (including taxable benefits, employers pension contributions and employers social security costs) in respect to the key management personnel of the charity was £311,874 (2023 - £275,349).

No Council member received any emoluments during the year for services provided to the Chartered Association of Business Schools (2023 – none). Further transactions with Council members are disclosed within note 11.

6 Tangible fixed assets

	Office equipment £	Furniture and Fixtures £	Total £
Cost			
At 1 July 2023	216,901	7,352	224,253
Additions	13,889	—	13,889
Disposals	(174,096)	—	(174,096)
	<u>56,694</u>	<u>7,352</u>	<u>64,046</u>
Depreciation			
At 1 July 2023	181,131	613	181,744
Charge for year	10,149	2,451	12,600
Depreciation on disposals	(174,096)	—	(174,096)
	<u>17,184</u>	<u>3,064</u>	<u>20,248</u>
Net book values			
At 30 June 2023	<u>35,770</u>	<u>6,739</u>	<u>42,509</u>
At 30 June 2024	<u>39,510</u>	<u>4,288</u>	<u>43,798</u>

7 Listed investments

	2024 £	2023 £
Market value as at 1 July	553,103	536,088
Additions at cost	1,097,166	—
Disposals (proceeds £597,166, realised gain £44,063)	(553,103)	—
Net gains on revaluation	1,346	17,015
Market value as at 30 June	<u>1,098,512</u>	<u>553,103</u>
Cost as at 30 June	<u>1,000,000</u>	<u>500,000</u>

Listed investments held at 30 June 2024 comprised solely of units in the COIF Charities Ethical Investment Fund, a United Kingdom common investment fund managed by CCLA Investment Management Limited (2023 the COIF Charities Investment Fund).

7 Listed investments (continued)

The accumulated unrealised gains on the above investments were as follows:

	2024 £	2023 £
Reconciliation of movements in unrealised gains on investment assets		
Accumulated unrealised gains at 1 July	53,103	36,088
Net gains arising on revaluation in period	45,409	17,015
Accumulated unrealised gains at 30 June	98,512	53,103

8 Debtors

	2024 £	2023 £
Trade debtors	304,662	429,808
Other debtors	93,442	93,442
Accrued income	3,444,366	2,302,505
Prepayments	128,597	121,056
	3,971,067	2,946,811

Accrued income includes Help to Grow claims for May and June £3,094,041 (2023 - £2,260,771).

9 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	2,486,135	1,840,676
Accruals	776,239	4,228,354
Deferred income	645,081	681,571
Other creditors	6,000	—
Social security & pension creditor	76,530	60,378
	3,989,985	6,810,979

Trade creditors above includes amounts due to Business Schools as part of the Government grant funded programmes. These amounts were settled post year end upon the receipt of the associated funding.

Accruals for 2024 related to Help to Grow expenditure for month of June 2024, These costs were posted in 2024 and the claim was received.

Deferred income relates to membership fees in advance and courses, events and conferences to be held after the year end. Movements on deferred income are shown below:

9 Creditors: amounts falling due within one year (continued)

	2024 £	2023 £
Balance as at 1 July	681,571	572,148
Amount released to income	(681,571)	(572,148)
Amount deferred in the year	645,081	681,571
Balance as at 30 June	645,081	681,571

10 Pension commitments

The charity participates in the Teachers' Pension Scheme and a defined contribution scheme provided by AVIVA. The Teachers' Pension Scheme is currently closed to new employees. Membership to the AVIVA scheme is available to all employees who are not contributing to the Teachers' Pension Scheme.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The charity is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the charity has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The charity has set out above the information available on the plan and the implications for the charity in terms of the anticipated contribution rates.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.)

The key elements of the valuation and subsequent consultation are:

10 Pension commitments (continued)

Teachers' Pension Scheme (continued)

- ♦ employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- ♦ total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 u
- ♦ the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £27,172 (2023: £31,625).

AVIVA Pension Scheme

This is a defined contribution scheme. Employer pension costs in respect of the scheme amounted to £218,460 (2023 - £96,342).

Transactions with Council Members

No Council member received any emoluments during the period for services provided to The Chartered Association of Business Schools (2023 – none).

During the period and the preceding year, no Council member was reimbursed for any expenses.

The Council consists of members of senior management from member business schools. All Council members attended events and conferences hosted by the Association during the year (2023 - all). The fees for event attendance were charged on the same terms as for other members and were met by all of the Council member's respective employers except for the Chair.

12 Financial commitments

At 30 June the Association had total commitments under non-cancellable leases as follows:

	2024		2023	
	Land and buildings £	Office equipment £	Land and buildings £	Office equipment £
Operating lease payable				
Within one year	230,341	3,069	217,022	3,069
Between 2 to 5 years	62,820	1,764	103,235	4,833

13 Restricted funds

	At 1 July 2023 £	Income £	Expenditure £	Transfers £	At 30 June 2024 £
Small Business Charter	549,101	505,300	(375,430)	—	678,971
Help to Grow: Management	—	15,332,928	(15,332,928)	—	—
Help to Grow: Essentials	—	334,149	(334,149)	—	—
	549,101	16,172,377	(16,042,507)	—	678,971

Small Business Charter

The Small Business Charter is an awards programme run by The Chartered Association of Business Schools but is governed by a separate Management Board. Income received in respect of the awards programme is not in itself subject to donor imposed restrictions; however the Bye-Laws of The Chartered Association of Business Schools stipulate that any surpluses on the awards programme are utilised in a manner approved by the Management Board. The Chair and senior management team of The Chartered Association of Business Schools are not voting members of the Management Board of the Small Business Charter.

While it is the intention that the Small Business Charter awards programme is self-funding, in the event that the programme becomes a drain on the resources of the charity, the Council have the right to close down the Small Business Charter. In such circumstances, any unspent balance on the fund will revert to unrestricted funds in accordance with the absence of conditions attached to the receipt of the associated income.

Help to Grow: Management

This relates to the BEIS sponsored programme announced in the Chancellor's budget in March 2021, with the aim of 30,000 supporting small businesses over three years. Our contract was signed in April 2021 and will run through to March 2025.

	At 1 July 2023 £	Income £	Expenditure £	Transfers £	At 30 June 2023 £
Small Business Charter	389,275	500,630	(340,804)	—	549,101
Help to Grow: Management	—	22,348,214	(22,348,214)	—	—
	389,275	22,848,844	(22,689,018)	—	549,101

14 Tangible fixed assets fund

The tangible fixed assets fund represents the net book value of the charity's tangible fixed assets. The fund recognises the fact that the assets are required for the day-to-day operation of the charity and are not available for other purposes or as a general reserve.

	At 1 July 2023 £	New designation £	Utilised/ released £	At 30 June 2024 £
Tangible fixed asset fund	42,509	13,889	(12,600)	43,798
	At 1 July 2022 £	New designation £	Utilised/ released £	At 30 June 2023 £
<i>Tangible fixed asset fund</i>	<i>11,489</i>	<i>37,273</i>	<i>(6,253)</i>	<i>42,509</i>

15 Designated funds

The unrestricted funds of the charity include the following funds designated for specific purposes.

	At 1 July 2023 £	New designation £	Utilised/ released £	At 30 June 2024 £
Scholarships fund	90,941	—	(32,835)	58,106
New projects fund	25,355	—	(25,355)	—
Property fund	70,000	—	—	70,000
Investment fund (note 7)	53,103	—	45,409	98,512
Total	239,399	—	(12,781)	226,618
	At 1 July 2022 £	New designation £	Utilised/ released £	At 30 June 2023 £
<i>Scholarships fund</i>	<i>90,941</i>	<i>—</i>	<i>—</i>	<i>90,941</i>
<i>New projects fund</i>	<i>25,355</i>	<i>—</i>	<i>—</i>	<i>25,355</i>
<i>Property fund</i>	<i>70,000</i>	<i>—</i>	<i>—</i>	<i>70,000</i>
<i>Investment fund (note 7)</i>	<i>36,088</i>	<i>—</i>	<i>17,015</i>	<i>53,103</i>
<i>Total</i>	<i>222,384</i>	<i>—</i>	<i>17,015</i>	<i>239,399</i>

Scholarships fund

This fund is to be used for Chartered ABS scholars to conduct research relevant for members. Whilst little has been used in the past year, the trustees have budgeted to significantly increase activity in this area in the year ahead.

15 Designated funds (continued)

New projects fund

This fund which was set up for the development of any new major projects the Association undertakes, has now been closed.

Property fund

This fund has been set aside to cover future property related costs.

Investment fund

This fund represents the cumulative unrealised gain on listed investments which cannot be applied towards charitable purposes without prior liquation of investments.

16 Net assets between funds

	General funds £	Designated funds £	Restricted funds £	Total funds 2024 £
Tangible fixed assets	—	43,798	—	43,798
Investments	1,000,000	98,512	—	1,098,512
Current assets	3,055,754	128,106	2,036,524	5,220,384
Current liabilities	(2,632,432)	—	(1,357,553)	(3,989,985)
Total	<u>1,423,322</u>	<u>270,416</u>	<u>678,971</u>	<u>2,372,709</u>

	General funds £	Designated funds £	Restricted funds £	Total funds 2023 £
Tangible fixed assets	—	42,509	—	42,509
Investments	500,000	53,103	—	553,103
Current assets	3,501,920	186,296	4,813,391	8,501,607
Current liabilities	(2,546,689)	—	(4,264,290)	(6,810,979)
Total	<u>1,455,231</u>	<u>281,908</u>	<u>549,101</u>	<u>2,286,240</u>