



TRUSTEES ANNUAL REPORT 2022 AND AUDITED FINANCIAL STATEMENTS

COVERING THE PERIOD FROM 1 JANUARY TO 31 DECEMBER 2022

College of Paramedics, The Exchange, Express Park, Bristol Road,
Bridgwater, Somerset TA6 4RR
Registered Charity Number: 1164445
Registered Company Number: 05062387

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company registration number 05062387 (England and Wales)

Charity registration number 1164445

Principal and registered office

Principal and registered office

The Exchange

Express Park

Bristol Road

Bridgwater

Somerset

TA6 4RR

Trustees

Dr John Martin (President)

Mr Paul Younger (Vice President)

Mr Rory O'Connor (Chair of Paramedic Council)

Mr Richard Webber

Dr Vince Clarke

Miss Georgette Eaton

Mr Paul Aitken-Fell

Ms Fauziya Lakhi (appointed 19.07.2022)

Mr Mike Malpas (Honorary Treasurer) (appointed 19.10.2022)

Mr Timothy Gerhard (Treasurer) (retired 19.07.2022)

Mr William Martin Broughton (retired 19.07.2022)

Member Representatives

Mr Jon Price (Vice-chair)

Mr James Stubley

Mr James Gardner

Mr Nicholas Groom

Mr Jonathan Street

Mr Darran Griffiths

Mr David Huckin

Mr Scott Howie

Mr Daniel Irvine

Mr Adrian McGrath

Ms Gema Mee

Mr Paul Thomson-Elliott

Ms Helen Hardy (appointed 19.07.2022)

Mr Graham Clark (retired 19.07.2022)

Student Member Representatives

Ms Amy Hobbs (Chair)

Ms Emma Wainwright (Vice-chair)

Mr Simon Thompson

Mr Matthew McCartney

Ms Eleanor Tanner

Mr Rhys Sycamore

Mr Jack Richardson

Mr Gavin Keymer (appointed 01.01.2022)
Mr Matthew Johnston (appointed 01.01.2022)
Mr Peter Turner-Wells (appointed 01.01.2022)
Mr Joshua Thorn (appointed 20.06.2022)
Ms Victoria Ledger (appointed 10.10.2022)
Ms Isobel Abbott (appointed 10.10.2022)
Mr Ashley Corrigan (resigned 29.06.2022)
Ms Chloe Keeping (resigned 10.10.2022)

Chief Executive Officer

Mrs Tracy Nicholls

Auditor Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Bankers Santander plc
2 Triton Square
Regent's Place
London
NW1 3AN

FOREWORD BY THE PRESIDENT

Dr John Martin, FCPara

Welcome and a goodbye, as we finish 2022 this will be my last introduction to the annual report as President, as I come to the end of my tenure. Across this, the 21st year of the College, the report outlines how the professional body continued to support members throughout the UK. It has again been a difficult period to be a paramedic. With the continued pandemic and associated consequences, it has been hard, especially the winter of 2022. In this context, having a professional body that focusses on supporting all members, both through development and wellbeing, has been more critical than ever. I would encourage you to read and be proud of what we have delivered together as a profession across the last 12 months as we continued to focus on our vision.



‘To inspire and enable all paramedics to participate in the profession within an environment based on safety, collegiality, inclusiveness, mental and physical wellbeing and innovation’

It has been the fourth year of implementing our strategy focussed on five objectives; supporting paramedic health and wellbeing, shaping the future of the paramedic profession, promoting excellence in paramedic practice, growing an engaged membership and strengthening the organisation. Throughout the report you will find how we have developed in all of these areas.

During the year we continued to embed the governance structure we approved in 2021. This has seen the Chief Executive Group, Paramedic Council and Board all take their part in supporting achieving the objectives.

The staff team has grown to 25, overseen by Tracy Nicholls. We were so proud of Tracy receiving an OBE in the new year honours, the first for services to the paramedic profession. This is a testament to Tracy’s passion and leadership of the team and College. Alongside the increasing paid staff team many volunteer roles exist, ensuring the College functions, and we acknowledge and thank them for their work throughout this year.

A key workstream this year has been getting ready for a Royal Charter application and on 12th December 2022 we all had the opportunity to attend an extraordinary general meeting where we approved a special resolution to petition for incorporation of the College of Paramedics by Royal Charter. This application is now with the Privy Council for consideration, and I hope will be approved in 2023.

During the year we introduced a new fee structure to continue to build the College and manage the impact of inflation. Full membership grew by 2% in the year to 16,040. However, we saw a decrease in student and associate membership, meaning overall membership was 5% lower at 21,077. The power of the College comes from being a collective voice, and therefore a challenge to all of us as members is to continue to grow the membership.

During the year exciting developments have been reported through social media, Paramedic INSIGHT and College Knowledge and are summarised in this annual report. This included all four nations being involved in roadshows on clinical development in primary and urgent care and emergency and critical care. The College's ongoing work on reducing sexual harassment and promoting diversity, equity and belonging, as well as research and education. The 'Rejuvenate. Thrive. Breathe' programme is making a real difference to members' wellbeing, especially as we continue to recover from the toll of the pandemic on our mental health.

The current strategy finishes in 2024, so 2023 will be a year for us all to contribute to the construction of where we go for the next five years.

As ever, thank you to the staff team, the Council and student Council and the Trustees who all continue to work tirelessly to create a brilliant College for us all.

As this report closes 2022, the Trustees commend the annual report to you and I personally want to thank everyone who has supported my tenure as President, I look forward to celebrating Royal Charter status with you soon!

FROM THE CHIEF EXECUTIVE

Tracy Nicholls, FCPara

Welcome to our latest Annual Report, which marks another challenging year for our profession. First, may I say thank you to our members for their continued commitment to those who use the services of paramedics everywhere. The public have an enormous amount of trust and faith in us and our capabilities, which continues to be expressed across social media and through employers' feedback systems. I am aware that many members don't stop there, and thousands volunteer to help in other ways, which is exceptional and reflective of the desire to make life better for people.



The health and care system has recently seen activity and strain on services unlike any of us have ever experienced, and this shows no sign of abating quickly. The College is committed to working with those who can enact change, such as the Government, or important stakeholder partners. We want to offer hope and will maintain conversations that are solutions-focussed and that resonate with your concerns.

The College's Diversity Steering Group goes from strength to strength and is driven by dedicated and passionate people who are paving the way for future paramedics who have such different lived experiences. You continue to have our utmost admiration and support.

The College continues to lift research to new levels with the newly created Research Centre, and there are a number of webinars on offer already. I encourage all of you to take a look, as research continues to play a pivotal part in our journey. The British Paramedic Journal also remains one of our major member benefits.

On another positive note, we were able to formally submit our application for Royal Charter status with your support. We recognise that there are some members who do not wholly support the Charter and we acknowledge this. The College now has a growing number of full members, and it is important that we make sure the College is 'fit for future'. The future is very difficult to predict in an ever-changing landscape, but we know that the health and care system values paramedics greatly, and we at the College do not see a time when the unique and adaptable skill set of our profession will not be in demand.

My thanks must go to the College staff team for keeping the wheels turning so seamlessly and with such dedication to members and their needs. The Chief Executive Group and I thank them all for their adaptability. It goes without saying that the Chief Executive Group themselves have taken on work that is over and above their own portfolios to make sure members views are represented at national stakeholder meetings and that the paramedic voice continues to be where it is needed. Thank you.

FROM THE CHAIR OF THE PARAMEDIC COUNCIL

Rory O'Connor, MCPara

2022 has been another challenging year for our members. The public continue to place their faith in our profession across all different sectors of our health service. Paramedics continue to work in a health system under constant strain, with our professions incalculable contribution to the overall system helping sustain services for the public we serve.

The Paramedic Council is designed to offer a membership focussed view to the highest levels of the College, ensuring that the College continues to reflect the will of its members and cementing our goal to be a member led and directed organisation.

This change in governance comes with challenges as the College rapidly grows, and throughout the year we have aimed to ensure that we are more receptive to member engagement and ensuring that members can escalate their views within the college structures.

As well as representing the views of members, we continue as a Paramedics Council to contribute to the wider work of the College and assist as the College responds and exists in a rapidly changing environment.

I wish to pass on my enormous thanks to Graham Clark who stepped down as the East of England Representative this year. Graham has offered many years of service to the College and his views have always been vital and warmly received. He has been an enormous asset to the College as a whole, and to me personally in my role as Chair of Council and I am delighted that we will continue to benefit from his input in our Diversity Steering Group. I welcome Helen Hardy as his replacement, and Helen has already proven to be a wonderful ambassador for the paramedic profession and has been a brilliant addition to the Paramedic Council.

I also want to highlight the work undertaken by the very dedicated College staff, led by our CEO Tracy Nicholls. This document and the work outlined in it is a testament to the ongoing efforts on behalf of our profession, and I feel proud to help lead an organisation having such a positive impact on the further development of the paramedic profession in the UK.

I want to thank every member of the Council for their input, support, advice and engagement with the College and without whom our organisation would not be where it is today. I feel privileged to lead this group and ensure we can individually and collectively contribute to the work of the College.

The work of the College, much of it largely unseen by members, goes on and ensures that we continue to have a strong and vibrant independent voice for our members. I remain immensely proud, firstly to be a paramedic, and also to be Chair of Council for the College and contribute in this way, to our profession.



FROM THE CHAIR OF THE STUDENT COUNCIL

Amy Hobbs

2022 has been an incredibly progressive year for the Student Council. Building on the foundations laid in 2021, this year has been an exciting and important opportunity for the Student Council to grow and develop, in addition to beginning new challenges. We have been delighted to welcome our first representative for Northern Ireland, enabling us to represent the student paramedics of the United Kingdom in its entirety.

Amongst other workstreams in this past year, the Student Council has been proud to assist in the organising of the UK Student Paramedic Conference and the continuing, pivotal work in challenging sexual harassment of student paramedics, as well as advocating for student paramedics who contacted the College of Paramedics. There are many projects to continue to fruition in 2023, and I look forward to watching the incredible ways the Student Council develops over the next year. The future is bright.



TRUSTEES' REPORT

The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, now present their report with the financial statements of the Charity for the year ending 31 December 2022. The Trustees have adopted the provisions of the Charities SORP (FRS 102): 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102)'.

THE COLLEGE OF PARAMEDICS

The College of Paramedics was established in 2001, first as the British Paramedic Association, and by the end of 2022 had a membership of 21,077. It is the professional body for paramedics in the UK, and while its membership is primarily comprised of full members, who are registered health professionals, it also has student and associate members.

The College employs a workforce of just 25 and relies on its membership to undertake a wide range of responsibilities, from becoming Trustees of the Board or Member Representatives to taking leading roles in various projects, all within in a voluntary capacity.

The purpose of the College of Paramedics

Paramedics in the United Kingdom (UK) are health professionals who must be registered with the Health and Care Professions Council (HCPC) as the statutory regulator. As the professional body for paramedics, the College represents the interests of paramedics and works to develop the paramedic profession in the interests of service to the public.

TREASURER'S REPORT

Mike Malpas, MCPara

Finance Review

The results for the College are detailed on pages 33 to 46. For the year ended 31 December 2022 the College generated a deficit of £149,344 (2021 – deficit of £220,373).

The principal source of funding in the year was membership income of £1,940,120 (2021 - £1,808,944).

Total income during the period remained in line with 2021, at £2,375,044 (2021 - £2,057,936). Membership numbers continued to see a growth; in full members from 15,657 to 16,040 and associate and student members reduced, from 6,555 to 5,037. Expenditure for the same period grew from £2,278,309 to £2,524,388.

Retained funds amounted to £890,374 at 31 December 2022 (2021 - £1,039,718) with the College having cash amounting to £1,671,199 (2021 - £1,581,671) and current liabilities of £980,616 (2021 - £734,575). The cash balance at the year-end included advance project funding of £637,710 (2021 - £533,035).

The Trustees consider that the College has sufficient resources to continue in operational existence for the foreseeable future and, for this reason, they continue to adopt the going-concern basis in preparing the accounts.

Reserves policy

The Trustees operate a reserves policy which aims to maintain a level of free reserves that will enable the College to ensure a continuity of activity and give the Trustees the ability to adjust the College's overhead base in a measured way to significant changes in the external economic environment and demands on services provided by the charity. In addition, the College self-insures its Fitness to Practice scheme and therefore retains cash cover to meet the projected claims on this scheme. The College aims to maintain reserves of between 4 and 12 weeks of expected expenditure, with additional reference to single instalment annual payments such as insurance premium and account taken for project funding received in advance of the related expenditure.

As at 31 December 2022 the College had unrestricted reserves (excluding fixed assets) of £250,664 (2021 - £506,683) representing 5 weeks (2021 – 12 weeks) of expected expenditure.

Any reserves generated in excess of the reserves policy are expected to be applied to the continued funding of step-changes in the Colleges' transition from a small business to a larger more complex one. In particular with the increase in size and influence of the College it is anticipated that the strategic thrust of the College towards supporting the increased availability of evidence-based literature underpinning the increasing diversity of Paramedic involvement throughout the social and healthcare systems will involve significant investment, not all of which will be initially funded from the current membership but will become supportable in the near future.

STRUCTURE, GOVERNANCE AND MANAGEMENT**Governing document**

The College of Paramedics is a Company limited by guarantee, governed by its Memorandum and Articles of Association. It is registered as a Charity (Registered Number: 1164445) with the Charity Commission in England and Wales.

Recruitment and appointment of new Trustees

Trustees either hold specific positions within the Board or have oversight of specific portfolios related to the College Directorates. New Trustees are appointed from the full membership through election by Congress. The appointment process is laid out in the College Articles of Association and bylaws.

Members are represented by members of the Paramedic Council who are full members of the College (apart from the member representative for students) and are elected by the College members residing or working within the region or sector they represent. The election process is laid out in the College Articles of Association and bylaws.

Both Trustees and member representatives are in post for a two-year term and are eligible to stand to be elected to one further term of two years. Trustees cannot also be employees of the College.

The formal process for the induction and training of Trustees, or member representatives, is developing, supported by Helen Lumber, Executive Assistant. There will be further progress in this area throughout 2023.

Congress is the body that is made up of Trustees and Paramedic Council members, which will receive, and represent to members at the Annual General Meeting, the annual accounts and Trustee report. Congress will also elect candidates from the voting membership to Trustee positions.

The proceedings of Congress shall be governed in accordance with rules or bylaws made by the Trustees and approved by Congress.

Organisational structure

The Board of Trustees comprises the President, Vice President, Chair of Paramedic Council and Honorary Treasurer, plus five Trustees with specific oversight of membership and communication, education, professional standards, clinical development and research. The Board's focus is on overseeing the charity's strategy within a robust policy, governance and financial framework.

The new Paramedic Council comprises member representatives elected from each of 12 geographical areas in the UK and one representative each for military and overseas members and student members (the latter is also the Chair of the Student Council). All positions are elected for two years, with eligibility (excluding the Student Representative) to be elected to one further term of two years. The geographical areas are based on the Nomenclature of Territorial Units for Statistics (NUTS) used by the National Office of Statistics and others.

The Paramedic Council forms part of a stronger, more inclusive, membership focus within the College. The Council plays an instrumental part in ensuring that strategy is developed and delivered with membership interests at its centre. The Council will continue to be supported by Head Office staff to develop connections with members within their region or sector and build effective groups and networks.

Our Student Council represents the paramedics and full members of the future and mirrors the structure of the Paramedic Council. The Chair of the Student Council is a voting member of the Paramedic Council, within the member representative seat for student members.

The College has seen significant growth over recent years and has continued to adjust management and administrative resources, adapting capacity to ensure alignment with the growth of the organisation. The Chief Executive and her team, the Chief Executive Group (CEG), are responsible for the daily management of the College. They deliver the strategy on behalf of the Board, within time restrictions, reporting regularly on progress. The day-to-day administrative business of the College, previously conducted solely from its office in Bridgwater, Somerset, has been continued by an expanding staff, who now work within a hybrid or home working model.

Working together, the Board of Trustees, Paramedic Council and Chief Executive Group provide the collective leadership for the College of Paramedics and ensure the effective running of the charity, delivery of strategy and active membership representation.

In the summer the College received permission from the Privy Council to petition for a Royal Charter. With the expert help of Mr Keith Lawrey of the Foundation for Science and Technology, the Charter and Bylaws were drafted, and Congress presented them to the members via an emergency General Meeting, seeking their approval to go ahead with the petition. This was duly received through a 97.2% majority in favour. Our petition for Royal Charter was submitted to the Privy Council Office before the end of 2022. News of the petition is expected in the spring of 2023.

Diversity Equity and Belonging (DEB)

The College of Paramedics vision is:

To inspire and enable all paramedics to participate in the profession within an environment based on safety, collegiality, inclusiveness, mental and physical wellbeing and innovation.

With a commitment to:

Diversity – the presence, recognition and celebration of difference within the organisation and the profession.

Equity – identifying and working to eliminate barriers to fair treatment in access, opportunity and advancement for all, through systematic changes within the organisation.

Belonging – every individual is welcomed and feels they are an integral part of our profession and that they are represented at all levels of the organisation.

Wellbeing – physical, mental, social, spiritual, intellectual and economic wellness for all.



In 2022 the College recruited a part-time (0.5 WTE) Diversity, Equity and Belonging Manager (DEBM), Sarah Todd, who started in post on the 1st March 2022 and has since been facilitating the following:

- Recruitment of nine new members of the Diversity Steering Group (DSG) to continue the advisory work the group supports and to increase the capacity of the five strands of the DSG (Disability, LGBTQIA+, Race Equality and Cultural Heritage, Gender Equality and Socio-economic Disparity). The group also now has representatives at the Student Council and the Paramedic Council.
- DEB training has been secured for all College staff and is scheduled to be delivered in March and April 2023.
- A statement of intent is now attached to all recruitment processes and procedures.
- The DEBM and the DSG have been increasing their partnership working, with the DEBM having successfully been recruited to the Chartered Society of Physiotherapists Equality Diversity and Inclusion Committee and the DSG making strong links with National Ambulance Diversity and Inclusion Forum, the National Ambulance BME Forum, the National Ambulance Disability Network and the National Ambulance LGBT+ Network.
- The Diversity Education Group (DEG) has re-energised and continues to be committed to supporting the Education Advisory Group (EAG) with the curriculum review. Two members of the group are currently involved in editing the JRCALC guidelines with more inclusive language.
- A diversity recruitment film has been made and edited. The marketing team are working on the launch to support its release.
- A gap analysis of the diversity of the Colleges continuing professional development (CPD) provision was undertaken and this identified that there was a need for additional educational materials regarding neurodiversity, trans awareness and disability. A podcast series is in development and is expected to be released in the spring of 2023.

Related parties

The College of Paramedics has formal working relationships with organisations both in the UK and overseas, all of which are under memoranda of understanding.

In addition, the charity has a subsidiary, the College of Paramedics Learning and Education Limited (COPLE). These accounts do not incorporate the subsidiary company, as the results of the subsidiary are immaterial in the context of the group accounts.

CHARITABLE OBJECTS

The charitable objects of the College of Paramedics are aimed at providing benefit to the public by enhancing healthcare and improving and saving lives. Advancing paramedic education, offering CPD opportunities, and promoting leadership and research within the paramedic profession are achieved through the following:

- Developing the scope and practice of paramedic science and related subjects in the paramedic profession for the benefit of the general public and practitioners
- Managing a CPD process for the profession
- Promoting education and training in paramedicine and related areas within the profession
- Encouraging and sharing good clinical practice and high standards of care through research and leadership.

Previous sections in this report have described some of the challenges faced during the pandemic. As previously noted, while the great majority of resources and effort during 2022 have been focused on supporting members and representing their needs on issues relating to their mental health and wellbeing, other business has continued to progress, and the College has continued its focus on the delivery of its five-year strategic aims.

The internet and its associated technologies have played an important role in most aspects of business, particularly in CPD, where offerings continued to be delivered virtually through a range of engagement events online.

Podcasts and webinars have become invaluable modalities for learning and updating and collaborations continued or were formed that brought high value to CPD. A highlight of the year for online CPD was the first International Critical Care Symposium, held over a 24-hour period and crossed through Canada and Australasia. This attracted a high number of delegates including attendees from many different countries around the world. After successful webinars for research activities, others are planned for primary care – an area of clinical practice that employs significant numbers of paramedics. Public health concerns due to post-pandemic issues caused the College of Paramedics' 2022 National Conference to be held virtually, but it was a successful and well-attended event, nonetheless.

The College has engaged heavily in education and research in 2022 and will maintain this momentum to make sure the paramedic profession is 'fit for future' and can support the inevitable growth required for the future workforce.

ACTIVITIES

To fulfil the objects set out above, the College has engaged in a range of activities during 2022, each of which fall within six categories:

1. Membership and communication
2. Education
3. Clinical development
4. Professional standards
5. Research
6. Administrative services.

Membership and communication

Communication to members and non-members continues to be important to the College of Paramedics.

During 2022, the College of Paramedics:

- Attracted both members and non-members at a series of successful online CPD events
- Continued to focus on gaining student members during the first year of their paramedic courses with presentations given by Student and Paramedic Council members as well as members of the Chief Executive Group
- Continued to use established communication channels, such as social media, the News Digest, Paramedic INSIGHT and College Knowledge to increase awareness of the benefits of membership and the work the College of Paramedics undertakes
- Exhibited at and ran a series of CPD sessions at the Emergency Services Show
- Exhibited at Aeromed, the Ambulance Leadership Forum, the Urgent Care Conference and other sector events
- Led on the successful inaugural International Paramedics Day
- Was involved in social media campaigns, including International Women's Day
- Continued to maintain engagement with College Liaisons.

Education

Education and training activities undertaken in 2022:

- In anticipation of the Head of Educations' retirement in 2023, a robust recruitment process was undertaken, with 14 applicants, 6 of whom were interviewed.
- Meetings of the Education Committee and the Education Advisory Group (EAG) were held four times during the year.
- Sub-groups from the EAG explored how to approach the proposed new Curriculum Guidance for a 2023 publication resulting in a stakeholder consultation exercise.
- Regular meetings with the National Educational Network for Ambulance Services (NENAS) and the Forum for Higher Education in Paramedic Science (FHEPS) to engage share and contribute to the wider, vital education work that goes on, often unseen.
- Active involvement in a new recruitment video with an emphasis on encouraging people of diverse backgrounds and abilities into the paramedic profession.
- Working with Health Education England (HEE) to develop a fresh way to support the newly graduated, via a foundation preceptorship pathway.
- Supporting a review of Practice Assessment documents with an aim to have National Competencies for paramedics that will improve transferability.
- Extensive work on the HEE workforce reform project, which will conclude in 2023.
- Visited many universities to meet new students and encourage them to become members of their professional body.
- Met with other Education Heads for AHP professional bodies to share common issues relating to education and students.

Clinical development

The Clinical Development Directorate, now heading into its third year, continues to support, develop and progress paramedics working in all settings. Building on the successful Member Engagement Roadshow in Northern Ireland, Helen Beaumont-Waters MCPara, Head of Clinical Development – Primary and Urgent Care (PUC) and Tony Stone MCPara, Head of Clinical Development – Emergency and Critical Care (ECC) visited four cities in Scotland and followed this with Roadshow events in North and South Wales to meet more of our members from the devolved nations. In 2023, we will see the final leg of the Roadshow covering areas in England. Tony left the College in the summer to pursue his childhood dream of becoming an airline pilot; he is still a paramedic covering bank HEMS shifts and remains a firm supporter of the College. Carl Smith has been appointed as new Head of Clinical Development (ECC), and we look forward to seeing developments for ambulance paramedics and those working in more specialist critical care roles heading into 2023.

Work has been ongoing through 2022 to identify more ways to support paramedics working in primary care. Advice and support continue to be given to paramedics and employers to ensure paramedics working in non-ambulance settings do so with competence and confidence in their clinical skills, and they continue to deliver quality patient care supported by appropriate clinical supervision. Other resources and training programmes are being developed to cover areas a practice where paramedics have indicated less confidence. Post graduate education has been a priority for both PUC and ECC throughout 2022, with key projects nearing completion and expected to be delivered by the summer of 2023.

The team continue to work hard to progress issues that affect members, such as prescribing restrictions and not being currently considered in scope to issue Fit Notes. Following member feedback, external communications to our members has increased and regular webinar updates are being planned for 2023.

Continuing professional development

CPD events are still among the most effective and interactive ways for the College to engage with its members, and in 2022 we have once again provided an extensive programme of accessible, high-quality, learning events, in line with the strategic aims to 'promote excellence in paramedic practice and grow an engaged membership'.

All planning, technical support and follow up for these events were delivered and facilitated by the CPD team, which grew in 2022 as the College's part time CPD Events Officer, Soma Eatwell, became the full time Events Manager and Kila Ham moved from another department in the College to the Events team as the Events Assistant. The team continued to be supported by Paramedic Advisor, Steve Poulton.

Professional standards

The Professional Standards Directorate expanded its capacity during 2022 with the addition of three new staff members. Jo Mildenhall became the permanent Paramedic Psychological Health and Wellbeing Manager. Sarah Todd was successful in securing the Equality Diversity and Inclusion Manager role, which subsequently became the Diversity Equity and Belonging EB Manager role. And finally, as part of the Health England Education funded Workforce Reform Project, Charlotte Hudson joined the College in October, on a fixed term basis, as the Workforce Reform Support Officer, leading on specific work related to return to practice, promotion of portfolio career working and international recruitment.

The Professional Standards Directorate continued with its commitment to understand and reduce the number of inappropriate self-referrals to the Health and Care Professions Council (HCPC) by carrying out a range of activities during 2022. These included delivering a

Managers Briefing Session with the HCPC at South East Coast Ambulance Service and delivering a presentation at the London Ambulance Service Sexual Safety conference. Our Head of Professional Standards also delivered a related presentation at the Emergency Services Show on 'Sexual Safety and the HCPC'. Our six volunteer peer-supporters continued to support members who faced fitness to practice, with six individuals supported through the process in 2022.

The College continues to work on improving the support available for improved mental health and wellbeing. Our 'Rejuvenate. Thrive. Breathe' programme offered a well-attended three-day retreat in the Peak District, a new counselling service for members in Northern Ireland, and access to innovative surf therapy via Surfwell. College member, Sasha Johnson joined Jo Mildenhall to contribute to the development of the Mental Health Continuum, which was presented at the EMS999 conference, and a qualitative evidence synthesis paper published in the British Medical Journal. We continue collaborative work on improving paramedic wellbeing by being part of the Association of Ambulance Chief Executives Employee Wellbeing and Suicide Prevention Group, the Multidisciplinary Taskforce Government Advisory Group on Insomnia and Sleep in Shift Workers/Impact Upon Wellbeing and Productivity and the Senior Leaders Board, Tactical Emergency Responders Group. The College continued funding of the 87% Wellbeing App for member benefit.

Our CEO, Tracy Nicholls was joined by Liz Harris, Head of Professional Standards and Sarah Todd, at the Ambulance Leadership Forum (ALF), an annual event bringing together leaders and managers from across the ambulance sector. Tracy also provided representation alongside Sarah at the Women in Leadership Seminar the day prior to ALF which featured guided discussions and debate, and presentations by inspirational women leaders from within ambulance services and wider healthcare.

There are several national working groups that we have representation on, these include the AHP Federation Policy Officers Group, Greener AHP Advisory Group, Net Zero Travel & Transportation consultation workshops, National NHS Uniform Project Workshops and the Standardising Ambulance 'Load List' Working Group.

Liz Harris continued to provide support for several key business-as-usual areas of College work including our National Conference planning and attendance at other CPD events, new student welcome talks, press and media enquiries and ongoing social media activities.

Research

The Research Directorate is under the leadership of Professor Julia Williams and receives active support from Georgette Eaton, who serves as a Trustee. Over the course of this year, the Research Centre has experienced sustained expansion with a focus on raising the profile of the research work carried out by the College both nationally and internationally. This effort includes strategic collaboration with other professional organisations and bodies, such as the Council for Allied Health Professions' Research, to ensure that paramedics are prominently represented in research and recognised as having career researchers, with an increasing number of research leaders within our profession. These individuals represent the future research workforce, and the College continues to help shape career structures for individuals who want research to be a significant aspect of their career trajectory. The College embraces our members and includes them, where possible, in national healthcare research consultations and discussions about strategic innovations aimed at enhancing the capacity and capability within paramedic research. We are taking measures to ensure that paramedics are approached to lead research concerning our profession, in collaboration with other individuals and/or organisations, as we have no intention of working in isolation.

Nevertheless, we have attained a sufficient level of establishment in this area and research continues to be evident within the College of Paramedics' Career Framework. Over the past year, we have successfully engaged more members in roles that have augmented the visibility of research within the College of Paramedics, including:

- Continuing support from our research governance group, the Research and Development Advisory Committee with active representation from all four nations
- Development of research podcasts, which has strengthened links between the British Paramedic Journal and the Research Centre
- Establishment of the online Research Network to support our members in research development as they move through their careers
- Leading in paramedic research on commissioned studies such as the National Education and Training Survey as well as our own internal studies developed in response to members concerns
- Continued support of members in their growing knowledge of research and skills development such as through our Drop-in Clinic
- Continual promotion of the work that the College is undertaking in research and related work to ensure that other external organisations are aware of the research that is being undertaken relevant to the paramedic profession and the potential that the College has within its membership to support, develop and undertake future research
- Continual representation to external organisations to ensure that the paramedic profession, and other Allied Health Professions, are considered equally when being considered for funding and development for fellowships and awards from a variety of organisations, for example, the National Institute of Health Research
- Ensuring that we represent the paramedic 'voice' of our members in all things related to research.

Administrative services

Following recruitment and selection processes, a number of new employed roles were filled within the College to increase the capacity as the organisation continues to grow. These appointments were Carly Dutton as Social Media and Digital Marketing Assistant, Laura Fletcher as a Personal Assistant, Lewis Andrews as Chief Operating Officer, Emily Willis as Administration Assistant, Soma Eatwell as Events Manager and Kila Ham as Events Assistant, as well as the two new roles mentioned under Professional Standards.

In addition, two fixed-term roles, funded via a Health England Education project, were created; Charlotte Hudson was recruited as Workforce Reform Officer and Ben Baker as Workforce Reform Officer (Clinical Development).

With the College Head Office well established at The Exchange, a new five-year lease for the office space was signed in November.

The Customer Relationship Management system continues to be developed, with a key change in 2022 being the implementation of the increase in membership fees, following the work undertaken by the Fee Trajectory Group, and the ongoing collection and management of membership data.

The year saw a review of the Company Health and Safety Policy, risk assessments, and staff Health and Safety training, with a successful external Health and Safety audit being completed in November.

In 2022 the College has continued to provide members with access to specialist legal assistance under the 'Fitness to Practise' scheme, with 112 enquiries to the College this year. This has continued to be a very important and valuable benefit to members. Since December 2018, 138 members have been supported by Brabners Solicitors at an Investigating Committee Hearing and/or Final Hearing.

Trustee, Paramedic Council and Student Council election took place in accordance with the Articles of Association and Bylaws.

Following the appointment of the Executive Assistant to the Chief Executive in 2021, a comprehensive review of where business administration support was still needed led to the decision to appoint a Personal Assistant. Laura Fletcher joined the College of Paramedics in June 2022, to form a Business Administration Team who currently work side-by-side with the Chief Executive, management, colleagues, and members playing a key role in supporting and delivering on decisions/work. The Business Administration Team are involved with events, member relations, recruitment, project management, stakeholder management and governance together with meeting arrangements and travel requirements. Minutes of Board, Congress, AGM's, EGM's Paramedic Council and Student Council are now all available to view by members on our website.

A further action falling out of the review was the creation of an Annual Work Plan of Business with complimentary meeting calendar resulting in a more robust process for work plans and providing assurance to the Board of Trustees.

The business administration team also provided significant project management support, including coordination, governance and delivery of the strategy, through the Strategic Implementation Plan, and similar support with the Workforce Reform Project (a programme of work funded by Health England Education).

Public benefit

Under more normal circumstances, when describing how the professional body for paramedics in the UK brings benefit to the public, the Board of Trustees of the College of Paramedics would be reaffirming the central importance of the development and advancement of its membership as registered paramedics, who are individually accountable for their actions. While that statement continues to be relevant, 2022 has been another exceptional year, one in which the efforts of the College of Paramedics have been largely focused on supporting its members during the most challenging and sustained time of pressure on the NHS in living memory.

As the effects of the pandemic on health and care services remains, the College of Paramedics' focus has been on ensuring that its members on the frontline were properly protected and supported and that student paramedics were given clear and supportive guidance for the decisions they were faced with throughout their learning.

There is now preparation for the COVID-19 Public Inquiries and the Manchester Arena Inquiry, which the College will submit evidence to on behalf of frontline members, and further important and hugely beneficial relationships being established which will continue to provide benefit to the paramedic profession, and the people it serves, well after the pandemic. Throughout 2022, the College of Paramedics strengthened its support and wellbeing processes for members, specifically in mental health and for those from diverse backgrounds, many of whom were much more vulnerable to the effects of the COVID-19 virus. We also hosted a Mental Health & Wellbeing Symposium across the emergency and voluntary sector.

Caring for, and supporting student paramedics, remains an important investment. They are the future of the paramedic profession; they need to qualify and become registered in significant numbers to ensure care for patients can be maintained to the levels expected in years to come. The quality of their education and the consistency of their experiences are key facets in producing individuals with the knowledge, skills and necessary professionalism to deliver public or private services as paramedics. Throughout 2022, the College of Paramedics has been in discussions with Higher Education Institutes, Health Education England, employers and the independent regulator over provisions for student paramedics, and has simultaneously provided the students with clear guidance and access to support, particularly in light of the industrial action that started in 2022.

Simultaneously, the normal business aimed at advancing the knowledge and skills of paramedics carried on through Continuing Professional Development sessions and information, much of which used information technology to deliver content remotely or in virtual meetings. We were also delighted to have joined forces with Australia and Canada to present the first International Critical Care Symposium, which showcased advanced practice.

This has been a very different year in the way in which the College, as a professional body for paramedics, delivered public benefit. It has predominantly been supporting members to be physically and mentally fit and well enough to do their jobs, to be there for the public as a first point of contact. Many members of the public have seen their expectations of our members change throughout delays in attendance and handover to hospital, and this will continue to provide challenging relationships through 2023.

ACHIEVEMENT AND PERFORMANCE

Membership and communication

The table below shows the membership figures for 2022. Full membership increased by 2 per cent, student members decreased by 24 per cent and associate members decreased by 20 per cent, with a total membership decrease of 5 per cent. The percentage of Health and Care Professions Council (HCPC) registered paramedics who are members of the College of Paramedics decreased slightly from 48.9 to 48.3 per cent.

REGISTRANTS	MEMBERSHIP CATEGORY	1st JANUARY 2022	31st DECEMBER 2022	% (+/-)
HCPC Registrants		31,988	33,219	4%
	Full members	15,657	16,040	2%
	Student members	4,710	3,565	-24%
	Associate members	1,845	1,472	-20%
	TOTAL Membership	22,212	21,077	-5%
Full membership as a percentage of HCPC registrants		48.9%	48.3%	

Over the past 12 months, the College has once again contributed significantly to the media on a wide variety of subjects, including handover delays, pressures on the ambulance service, the heatwave, mental health and the NHS in crisis. Given the fact that the majority of our spokespeople are volunteers, and have faced a year of difficult, unrelenting challenges, the commitment they have shown to the College and the profession as a whole in making themselves available to do print, radio, TV and online media requests, sometimes at very short notice, has been second to none. In 2022, we also welcomed three new spokespeople to the team.

Much like in previous years, we have issued a number of important announcements, statements and press releases to members and the media alike on everything from strike action and the Department of Health & Social Care updated student funding guidance to the College hosting the Emergency Services Mental Health Symposium 2022 and signing the Memorandum of Understanding with South West Ambulance Service to work together to promote and distribute a new Practice Educator Course.

We have also supported a number of external campaigns including the Association of Ambulance Chief Executives' #WorkWithoutFear and the Chartered Society of Physiotherapists' Stronger My Way initiative.

During 2022, the College of Paramedics joined the Inequalities in Health Alliance, which has over 200 organisations calling for a cross-government strategy to reduce health inequalities.

It was during this year, that we also led on the inaugural International Paramedics Day, where we were joined by 40 partners, representing 18 countries including Kenya, Portugal, America and Australia. Thousands of paramedics and emergency responders from around the world took to social media on July 8, 2022 to explain why they were proud to be paramedics.

Education

The College successfully recruited a replacement for Bob Fellows, Head of Education. Kirsty Lowery-Richardson started in the beginning of 2023, and Bob stepped down to Associate Head ahead of his retirement, staying for 6 months to support Kirsty.

Other achievements include:

- Signing a memorandum of understanding with South West Ambulance Service to support the College endorsed National Practice Educator Programme, free of access and on E-learning for Health.
- Supporting disaffected paramedics who needed our wisdom and input to present fresh portfolios of evidence required by the Health and Care Professions Council (HCPC) registration team. All were successful with one case to be resolved in 2023 under guidance from Andrea James.
- Supporting the inaugural International Paramedics Day (8th July)
- Replying to hundreds of education-based questions sent to the College.

The stakeholder consultation on our Curriculum Guidance got off to a great start with 51 digital responses that were collated into a report. 2023 will see a road show for face to face engagement, as well as more virtual engagement, to make sure that every idea is collected ahead of writing the new 6th edition curriculum.

Clinical development

During 2022, the Special Interest Groups within the Clinical Development Directorate continued to expand, with new groups being formed focusing on Palliative and End of Life Care, Public Health and a new clinical reference group for primary care, all of which support key decisions and workstreams being led for our members.

Work has been ongoing through 2022 to identify more ways to support paramedics working in primary care, these include the development of the e-portfolio, which enables paramedics to evidence their structured career progression from specialist, enhanced and first contact roles through to consultant level practice; this will be built upon to include other clinical areas, such as urgent care.

Continuing professional development

We managed to offer a blend of large national and international webinars, alongside over 40 smaller webinars and 9 face to face events, as well as a large range of wellbeing offerings. The response to face to face events was slightly lower than we would have liked but this was a test year to gauge uptake after the pandemic. Our National Conference was the only event hosted by an external company, which was a great success. All others, including the International Critical Care Conference in December, which had over 600 attendees, were hosted by the College, using Zoom.

We had over 4,900 registered attendees over the whole year and managed to continue to maintain our commitment to provide all our Zoom-run virtual sessions, free for our members, as a member benefit.

The College's members-only CPD Hub now has over 500 videos covering a wide range of topics. Members are able to upload reflections to their personal member profile, which can be used to create their portfolio of evidence of CPD.

Professional standards

The Future Workforce Mental Health Project led by our co-Academic Leads, Emma Geis and Katie Pavoni, reached the end of its first year during 2022 and celebrated its success with the 'Future is Bright' conference. This event launched the new pre-registration wellbeing curriculum guidance, the WRAP wellbeing support tool and the development of a learning package for preceptorship supervisors to be rolled out during 2023.

Collaborative work with the Association of Ambulance Chief Executives continued with the joint 'Uncomfortable Conversations' series of webinars. The subjects covered were Managing Fatigue, Exploring Disability and the launch of the Mental Health Continuum.

The Professional Standards team submitted responses to the following consultations in 2022: The Department of Health and Social Care 'Making vaccination a condition of deployment in the health and wider social care sector' consultation, the Professional Standards Authority performance review of the Health and Care Professions Council (HCPC) (2021/22), the HCPC 'Fee Increase' consultation and the Department for Transport, Driving Licensing call for evidence regarding the proposed changes to the C1 Driver's Licence legislation. All our consultation responses can be found on our [website](#).

Following receipt of a passionate and emotive letter from a member, entitled 'A paramedic's view on the horrendous situation outside ED departments', the College felt it important to acknowledge the ongoing challenges and burden that our members and colleagues were facing in the ambulance services. Therefore, in July 2022 we took a slightly different approach and launched College Acknowledge, which enabled us to collate and share all the work that we have been doing in relation to ambulance handover delays. [Click here](#) to read College Acknowledge.

In 2022 the 'Enhancing the Mental Health of Paramedics' project was delivered, made possible through funding from the Covid Healthcare Support Appeal. Launching in March, the 'Rejuvenate. Thrive. Breathe' paramedic wellness programme, provides a range of evidence-based mental health supports for full members to address a diversity of previously unmet psychological health needs.

And finally, the College of Paramedics led the planning and delivery of the Emergency Services Mental Health Symposium held at Silverstone circuit in November. This unique event brought together colleagues from 145 emergency service and first responder organisations to showcase developments and share learning to maximise the impact that we can all have on supporting the wellbeing and mental health of our colleagues. The Symposium ran over two days and was the follow-on event from last year's event hosted by The Royal Foundation.

Research

The achievements for 2022 include the following:

- Completion of the analysis for the National Education and Training Survey – which is an externally funded project by Health England Education
- Continued support of our joint PhD studentships – four students are now half-way through the three-year programme
- The annual Research Small Grant Awards were advertised, reviewed and managed. Four awards were made in 2022
- Completion by Valerie Fairgray of the 1st Annual Professor Malcolm Woollard studentship awarded by Monash University in conjunction with the College
- Advertising the 2nd Annual Professor Malcolm Woollard studentship awarded by Monash University in conjunction with the College
- Continued development of collaborative opportunities to promote research with various other organisations, including:
 - Council for Allied Health Professions Research
 - Royal College of Emergency Medicine (RECM)
 - 999 Research Forum
- Responding to members' requests, including the establishment of podcasts, online Research Network, research-based webinars, Research Drop-in Clinic
- Advising and supporting members when applying for research grant applications, including National Institute for Health Research funded clinical research programmes of study to increase capacity and capability in research from within the paramedic profession. This has been enhanced by the initiation of the online Research Drop-in Clinics
- Awarding the College of Paramedics Annual Award at the 999 Research Forum's conference for 'Research Most Likely to Influence Practice'
- RDAC have reviewed and advised on 17 studies this year, helping to support development of research and research grant applications
- Representation on various national committees and organisations, including:
 - National Ambulance Research Steering Group
 - 999 Research Forum
 - Royal College of Emergency Medicine
 - Incubator for Emergency Care
 - Association of Ambulance Chief Executives and JRCALC
 - National Trauma Group
 - National Institute for Health Research (NIHR)
 - Clinical Research Network
 - Trauma and Emergencies National Group
 - Royal College of GPs
 - Council for Allied Health Professions Research Group
- Representing the paramedic profession on developments in research for Allied Health Professions through participation in priority setting consultations with the James Lind Alliance; representing paramedics at the AHP Research Summit in November 2022; continuing to develop an online research-focused teaching programme in conjunction with RCEM from the monies we successfully acquired from the NIHR in 2021.

Administrative services

As a result of the fee increase in October, the Membership Policy was reviewed and updated. This policy details the terms and conditions of membership, including membership categories, members responsibilities, and the payment of membership fees. The Policy provides the framework for the management of memberships, for the benefit of members and employees alike.

The business administration team planned, co-ordinated and facilitated an Honours and Awards Ceremony to celebrate the winners of our 2022 honours and awards. For more details on the awards see pages 26 and 27.

A comprehensive policy review was commenced in 2022 with each policy being reviewed by an external expert and by our internal policy group, with final approval from the Chief Executive Group or Board of Trustees, depending on the policy content.

Two new trustees were elected onto the Board of Trustees in 2022, with three trustees elected to their second and last terms. One new members' representative joined the Paramedic Council and six student members' representatives joined the Student Council. Election administration included communication with candidates and liaising with our independent election service. Our Executive Assistant, Helen Lumber, met with each successful candidate, welcoming them and answering their questions, as well as arranging for a 1:1 meeting with the President or Chair of Paramedic or Student Council. Helen then provided them with essential information, including the College annual work plan, the College meeting calendar, our Strategic Implementation Plan, Annual Reports and Impact Report and a Welcome Pack. Our new volunteers received a College ID badge and polo shirt, and joined their Board or Council colleagues on a chat group as well as key SharePoint/Teams sites.

The names of College Trustees and member representatives can be found on page 3 and page 4 of this report.

Risk management

During this year, our risk management methods allowed us to continue monitoring existing and potential operational risks, including their potential impact, as well as identify new risks. Our identified major risks encompassed the key aspects of the impact of a health and care system, post-pandemic:

- Financial and economic risk – additional income streams for the future
- Reputational risk – decision-making and communication to members
- Membership risk – loss of membership growth
- Technological and cyber risk – cyber-threats or malicious hacking of data.

The College of Paramedics made several appointments last year that have been instrumental in the mitigation of risk throughout 2022. The Chief Operating Officer has enabled the College to focus much more on the internal functions of the College and support the team, whilst finding better ways of working, so we keep our costs down to a minimum. The College has also taken on replacements for the Head of Education, due to retirement after many years, and a Head of Clinical Development for Emergency and Critical Care, due to a vacancy.

The embedding of the governance structure in 2022 strengthened the College's ability to review and manage risk across both the Board of Trustees, the Council and the Student Council. Risks are discussed across the organisation, which gives greater oversight and assurance. The Chief Executive Group are able to address risks aligned to the Board Assurance Framework, and this is reviewed regularly at the Finance, Risk and Assurance Committee.

The Board recognises that with a small operational team, the current demands within the health system and the cost-of-living crisis continue to pose a threat to the continuity of the organisation in transacting its day-to-day business, and the resilience of strategic and tactical decision-making. Much of this has been mitigated through a return to office-based working, the use of video conferencing and through an office rota where purposeful meetings are required. Regular Chief Executive Group meetings ensure that the organisation retains sufficient resilience to safeguard the continued operation of the charity if key individuals become incapacitated.

We continue to improve our internal controls where possible, and the Board regularly reviews the Board Assurance Framework.

Key management personnel

The key management personnel are considered to be the Trustees, the Chief Executive Officer, the Chief Operating Officer and the Chief Executive Group. Trustees are not remunerated for their roles as Trustees. Decisions on staff remuneration (including senior management) are made by the Remuneration Committee. The Remuneration Committee meet annually to review staff remuneration, which is benchmarked against other organisations.

Future developments

A full evaluation of our current 2019–2024 strategy will begin in 2023. The evaluation will provide insight into what has worked well, what has been achieved and any areas for improvement. This, along with key stakeholder consultation during 2023 and early 2024, will support the critical work to produce our new strategy. The new strategy will be launched at our AGM in 2024.

The current five strategic aims are:

- Support paramedic health and wellbeing.
- Shape the future of the paramedic profession.
- Promote excellence in paramedic practice.
- Grow an engaged membership.
- Strengthen the organisation.

Objectives will continue to be tracked in our strategic implementation plan up until our new strategy is launched.

We recognise engagement with members will be essential in both developing and fulfilling a new strategy, and the Paramedic and Student Councils will continue to play a vital role in increasing direct member involvement with the College, at a local, regional and national level.

Our commitment to our members through the associated benefits will also be reviewed in 2023; we have some exciting opportunities in the pipeline and look forward to sharing further details in 2023.

We recognise that 2023 will be an exciting year for the College. We will have a new President, Vice President and a number of new member representatives who will be collaboratively taking the College on the next step of our journey.

THE ROLL OF HONOUR OF THE COLLEGE OF PARAMEDICS

The College of Paramedics Honour Awards

The Fellowship and the Honorary Fellowship awards recognise and celebrate outstanding work and contributions to the development of the paramedic profession and the furtherance of the College of Paramedics' objectives and growth.

The Companionship and Honorary Companionship awards recognise and celebrate distinctive and notably meritorious service or contribution to the paramedic profession.

- The conferment of Fellow or Companion of the College of Paramedics is made to paramedics who are full members of the College, and is represented by the post-nominal of FCPara.
- The conferment of Honorary Fellow or Honorary Companion of the College of Paramedics can be made to individuals, regardless of professional background or qualification. Honorary Fellows are not entitled to use a post-nominal and cannot be members of the College Honours and Awards Committee.

In addition to fellowships and on rare occasions, the College may confer a Lifetime Achievement Award. This award is made to individuals, regardless of professional background, in recognition of an outstanding career, during which significant contributions have been made to the development and standing of the paramedic profession.

The College Competitive Awards provide our members and colleagues the opportunity to showcase their clinical or reflective abilities through the submission of a case study, and also highlight the outstanding efforts of a final year student. Each of these awards will be given to just one nominee or entry each year. These awards include Paramedic Student of the Year, the John Hinds Scholarship Award, the Carol Furber Award and the Roland Furber Award.

Listed below are those recipients awarded in 2021. Previous recipients are listed on the College website.

Award recipients

Fellows

Richard Lee

Companions

Jacqueline O'Neill

Carl Smith

Paramedic Student of the Year

Chloe Keeping

Carol Furber Award

Orfhlaith McNulty

Roland Furber Award

Ed Griffiths

John Hinds Scholarship Award

Barry Costello

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of the College for the purposes of company law) are responsible for preparing the Trustees' report and 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 that give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in *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)
- Make judgements 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
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

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

Each of the Trustees confirms that:

- So far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware.
- The Trustee has taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of §418 of the Companies Act 2006.

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

On behalf of the Board:

Trustee:

Date:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COLLEGE OF PARAMEDICS

Opinion

We have audited the financial statements of College of Paramedics (the 'charitable company') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees, who are also the directors of the charitable company for the purposes of company law, are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

Other information (continued)

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and 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 Companies Act 2006 requires us to report to you if, in our opinion:

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

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.

Auditor's responsibilities for the audit of the financial statements

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ 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 key management and from our knowledge and experience of the charity sector; and
- ◆ We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the charity. These included but were not limited to the Charities Act 2011, Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019).

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

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- ◆ 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;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimate for the provision for bad debts were indicative of potential bias; and
- ◆ investigated the rationale behind significant or unusual transactions

Auditor's responsibilities for the audit of the financial statements (continued)

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

- ◆ review of minutes of trustee meetings;
- ◆ assessment of correspondence with legal representatives;
- ◆ enquiring of management as to actual and potential litigation and claims;
- ◆ agreeing financial statements disclosures to underlying supporting documentation

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.

Use of our report

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

Hugh Swainson (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Statement of financial activities year to 31 December 2022

DRAFT

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income from:					
Other trading activities	1	23,701	—	23,701	38,652
Charitable activities	1	2,038,833	312,510	2,351,343	2,019,284
Total income		2,062,534	312,510	2,375,044	2,057,936
Expenditure on:					
Charitable activities	2	2,358,501	165,887	2,524,388	2,278,309
Total expenditure		2,358,501	165,887	2,524,388	2,278,309
Net (expenditure) income	4	(295,967)	146,623	(149,344)	(220,373)
Transfers between funds	16	39,948	(39,948)	—	—
Net movement in funds		(256,019)	106,675	(149,344)	(220,373)
Reconciliation of funds:					
Total funds brought forward		506,683	533,035	1,039,718	1,260,091
Total funds carried forward		250,664	639,710	890,374	1,039,718

All recognised gains and losses arising in the year are included in the above Statement of Financial Activities.

All amounts relate to continued activities.

The notes on pages 39 to 46 form part of the financial statements.

Balance sheet as at 31 December 2022

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	Notes	2022 Total funds £	2021 Total funds £
Fixed assets			
Intangible assets	9	36,716	62,935
Tangible assets	10	8,906	8,282
Investments	11	1	1
Total fixed assets		45,623	71,218
Current assets			
Stock		9,403	12,562
Debtors	12	144,765	108,842
Cash at bank and in hand		1,671,199	1,581,671
Total current assets		1,825,367	1,703,075
Liabilities			
Amounts falling due within one year			
Creditors	13	(187,116)	(246,156)
Net current assets		1,638,251	1,456,919
Total assets less current liabilities		1,683,874	1,528,137
Provisions for liabilities		(793,500)	(488,419)
Total net assets		890,374	1,039,718
The funds of the Charity:	16		
Unrestricted funds		250,664	506,683
Restricted funds		639,710	533,035
Total Charity funds		890,374	1,039,718

The financial statements were approved by the Board of Trustees on
signed on its behalf by:

and were

Trustee

College of Paramedics: A company limited by guarantee, Company Registration No. 05062387
(England and Wales)

Statement of cash flows Year to 31 December 2022

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	Notes	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	109,859	242,652
Cash flows from investing activities:			
Purchase of intangible & tangible fixed assets		(20,331)	(30,098)
Increase in cash and cash equivalents in the year		89,528	212,554
Cash and cash equivalents at the beginning of the year	B	1,581,671	1,369,117
Cash and cash equivalents at the end of the year	B	1,671,199	1,581,671

Notes to the statement of cash flows for the year to 31 December 2022

A Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net (expenditure) for the reporting period (as per the statement of financial activities)	(149,344)	(220,373)
Adjustments for:		
Decrease (increase) in stock	3,159	(198)
Depreciation and amortisation	45,925	40,518
(Decrease) increase in debtors	(35,922)	18,593
Increase in creditors and provisions	246,041	404,112
Net cash provided by operating activities	109,859	242,652

B Analysis of changes in net debt

	2021 £	Cash flows £	2022 £
Cash at bank	1,581,631	89,564	1,671,195
Cash in hand	40	(36)	4
Total cash and cash equivalents	1,581,671	89,528	1,671,199

Principal accounting policies 31 December 2022

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

Basis of preparation

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

College of Paramedics 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 notes.

These financial statements have been prepared for the year to 31 December 2022, presented in sterling and are rounded to the nearest pound.

Group financial statements

Consolidated financial statements are not produced on the basis that the results of the trading subsidiary are immaterial in the context of the overall group position.

Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. This is based on budgets and cashflow forecasts to June 2024 and projections beyond.

The trustees of the charity 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. The trustees 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 accounts are detailed below.

Critical accounting estimates and areas of judgement

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

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

- ◆ determining the stage of progress of grant programmes covering more than one financial year for income recognition purposes;
- ◆ determining whether funding agreements in substance are restricted grant funding or a contract for services;

Critical accounting estimates and areas of judgement (continued)

- ◆ estimation of future obligations in relation to legal costs with respect to Fitness to Practise cases brought against members where the claim relates to events taking place prior to the end of the reporting period;
- ◆ estimating the useful economic life of tangible and intangible fixed assets; and
- ◆ estimating expected future income and expenditure and the timing of cash flows for the purpose of determining going concern.

Fund accounting

Restricted funds are to be used for specified purposes laid down by the donor. Expenditure for those purposes is charged to the fund, together with a fair allocation of overheads and support costs where appropriate.

Unrestricted funds are donations and other income received or generated for expenditure on the general objectives of the Charity.

Income recognition

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant. Where grant funding is provided to support a programme of work to be delivered over a period of time, these are considered time-related performance conditions and the income is spread over the life of the grant agreement. Expenditure is used as a proxy for calculating the time-related adjustment to income.

Membership income is recognised in accordance with the period of membership. Memberships received in advance are deferred and are included within creditors.

Investment income is recognised when receivable.

Expenditure recognition

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's programmes and activities.

Support costs have been allocated to charitable activities.

Tangible fixed assets

Individual assets with an expected useful life exceeding one year are capitalised at cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery etc.	20-33% on a straight line basis
--------------------------	---------------------------------

Intangible fixed assets

Amortisation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life, amortisation is charged from the date the asset comes into use:

Database and website	33% on a straight line basis
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Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid.

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.

Operating leases

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

Stock

Stock represents goods purchased for resale and is held at the lower of cost and net realisable value.

Financial instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – other debtors are basic financial instruments and are debt instruments measured at amortised cost. Listed investments are a basic financial instrument as detailed above. Prepayments are not financial instruments.

Cash at bank – classified as a basic financial instrument and is measured at face value.

Financial liabilities – accruals and other creditors are financial instruments, and are measured at amortised cost.

Pension costs

Contributions in connection with the charity's defined contribution scheme are charged to the statement of financial activities in the period in which they become payable to the scheme.

Notes to the financial statements 31 December 2022

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1 Income

	2022 £	2021 £
Other trading activities		
Advertising income	12,406	13,698
Sale of merchandise	11,295	24,954
	23,701	38,652
Charitable activities		
Subscriptions	4,300	9,275
Membership income	1,940,120	1,808,944
Course endorsement	15,000	9,750
Sponsorship	5,000	3,000
Conference and course income	39,411	13,821
Paramedic Practitioner exam	—	(14,900)
Research	1,529	5,000
Other	33,473	4,254
<i>Grants:</i>		
Health Education England	262,510	180,140
CHSA	50,000	—
	2,351,343	2,019,284

Included in the above is £312,510 restricted income from the Health Education England (2021 - £180,140).

2 Expenditure on charitable activities

Activity	Cost	2022 £	2021 £
Direct costs			
Funded projects-grant – Staff costs		33,425	26,413
Funded projects-grant-Other direct costs		108,119	91,664
John Hinds Scholarship		1,134	827
Paramedic Practitioner Exam		—	693
Membership	Member insurance	208,467	186,708
Membership	FTP Representation	567,753	702,919
Membership	Newsletter costs	74,907	69,974
Membership	Bank and card charges	81,027	81,898
Membership	Other direct costs	159,710	123,681
Grants	Research grants given	2,500	6,886
Conferences, travel and courses	Event and conference costs	198,611	41,905
Course endorsements	Approval visitors expenses	4,076	9,250
eLearning project-Staff costs		11,670	13,125
eLearning project-Other direct costs		11,539	26,466
Staff and other costs		852,444	746,027
Support costs (see note 3)		209,006	149,873
		2,524,388	2,278,309

Research grants

Research grants were given to individuals in relation to projects related to the objectives of the Charity.

Notes to the financial statements 31 December 2022

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3 Support costs

	2022 £	2021 £
Management	141,631	98,735
Governance costs	21,450	10,620
Depreciation and amortisation	45,925	40,518
	209,006	149,873

4 Net expenditure

Net expenditure is stated after charging:

	2022 £	2021 £
Depreciation and amortisation – owned assets	45,925	40,518
Auditor's remuneration:		
.Current year statutory audit	15,000	10,620
.Prior year statutory audit	4,470	—
.Other services	1,980	—
Operating lease rentals – property	24,069	24,893
Operating lease rentals – other	2,553	2,627

5 Trustees' remuneration and benefits

No remuneration was paid to the trustees during the year (2021 - £nil).

Trustees' Expenses

Trustees' expenses to the value of £8,216 were paid to 7 trustees (2021 - £2,081 to 6 trustees) by the Charity in relation to travel and subsistence expenses.

6 Staff costs

	2022 £	2021 £
Wages and salaries	740,336	627,259
Social security costs	75,299	58,722
Employer contributions to defined contribution pension	18,889	11,356
	834,524	697,337

The average monthly number of employees during the year was as follows:

	2022 No.	2021 No.
Management and administration	24	24
Project staff	2	1
	26	25

Notes to the financial statements 31 December 2022

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6 Staff costs (continued)

One employee was remunerated in the banding £90,000 - £100,000 (2021 – one employee remunerated in the banding £80,001 - £90,000). No other employees were paid in excess of £60,000 during 2022 and 2021. The key management personnel of the Charity comprise the Trustee Executives, the Chief Executive Officer and the Chief Operating Officer. The total employee benefits of the key management personnel of the Charity (including employer's social security and pension costs) were £156,157 (2021 - £100,729).

7 Corporation tax

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

8 Comparative Statement of Financial Activities for year ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £
<i>Income from:</i>				
<i>Other trading activities</i>	1	38,652	—	38,652
<i>Charitable activities</i>	1	1,836,858	180,140	2,016,998
<i>Other income</i>		2,286	—	2,286
<i>Total income</i>		<u>1,877,796</u>	<u>180,140</u>	<u>2,057,936</u>
<i>Expenditure on:</i>				
<i>Charitable activities</i>	2	<u>2,119,844</u>	<u>158,465</u>	<u>2,278,309</u>
<i>Total expenditure</i>		<u>2,119,844</u>	<u>158,465</u>	<u>2,278,309</u>
<i>Net (expenditure) income and net movement in funds</i>	4	(242,048)	21,675	(220,373)
<i>Reconciliation of funds:</i>				
<i>Total funds brought forward</i>		<u>748,731</u>	<u>511,360</u>	<u>1,260,091</u>
<i>Total funds carried forward</i>		<u>506,683</u>	<u>533,035</u>	<u>1,039,718</u>

Notes to the financial statements 31 December 2022

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9 Intangible fixed assets

	Database £
Cost	
At 1 January 2022	118,551
Additions	14,011
At 31 December 2022	<u>132,562</u>
Amortisation	
At 1 January 2022	55,616
Charge for year	40,229
At 31 December 2022	<u>95,845</u>
Net book value	
At 31 December 2022	36,717
At 31 December 2021	<u>62,935</u>

Intangible fixed assets relate to costs incurred on the development of bespoke Customer Relationship Management (CRM) database.

10 Tangible fixed assets

	Plant and equipment £
Cost	
At 1 January 2022	46,975
Additions	6,320
At 31 December 2022	<u>53,295</u>
Depreciation	
At 1 January 2022	38,693
Charge for year	5,696
At 31 December 2022	<u>44,389</u>
Net book value	
At 31 December 2022	8,906
At 31 December 2021	<u>8,282</u>

11 Fixed asset investment

	Shares in group under- takings £
At 1 January and 31 December	<u>1</u>

The investment at the balance sheet date in the share capital of companies comprise the following:

Notes to the financial statements 31 December 2022

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11 Fixed asset investment (continued)***College of Paramedics Learning and Education Limited***

Nature of business:	Education
Class of shares:	% holding
Ordinary	100%

	2022 £	2021 £
Aggregate capital and reserves	1	1

12 Debtors: amounts falling due within one year

	2022 £	2021 £
Trade debtors	6,391	2,576
Prepayments	133,856	104,668
Other debtors	4,518	1,598
	144,765	108,842

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	13,506	33,486
Accruals and deferred income	161,991	171,361
Taxation and social security	1,092	2,968
Other creditors	10,527	38,341
	187,116	246,156

Included within the above is deferred income as set out below:

	2022 £
Deferred income brought forward at 1 January	95,288
Additional income deferred during the year	114,902
Brought forward funds released in the year	(79,121)
Deferred income carried forward at 31 December	131,069

14 Provisions for liabilities

As at the end of the financial period, a number of the membership of the College were engaged in ongoing Fitness to Practise claims. Under the terms of the support provided to members by the College, these costs are to be underwritten by the College on the members behalf. The College has provided as a provision the estimated total cost of legal representation in respect of ongoing cases as at 31 December 2022, in excess of amounts already invoiced. These estimated costs are likely to crystallise over the next 18 months to 2 years.

Notes to the financial statements 31 December 2022

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14 Provisions for liabilities (continued)

Since the membership of the College has increased in recent years, and the support scheme is relatively new, the current annual movement in provision remains significant. It is anticipated that once the scheme has reached maturity, the movement in provision should be more stable.

	2022 £
Amount as at 1 January	488,419
Increase in provision	305,081
Amount as at 31 December	793,500

15 Contingent liability

The College of Paramedics undertake a variety of projects on behalf of Health Education England in furtherance of the profession and for the benefit of the membership of the College.

The College has historically assessed the funding received for these projects in substance to constitute restricted grant funding. Due to the nature of the agreements, a degree of subjectivity is required in arriving at this assessment. Following a reassessment of the agreements by the College, it has concluded that, on balance, a taxable supply has been provided by the College. Therefore, the College intends to register for VAT.

The College is able to charge VAT under the contracts with Health Education England. If this VAT can be recovered from Health Education England, then any net VAT liability is expected to be immaterial. However, if the VAT was not to be recovered, the Trustees estimate that the net VAT liability would be in the region of £130,000.

16 Movement in funds

	At 1 January 2022 £	Income £	Expenditure £	Transfers between funds	At 31 December 2022 £
Unrestricted funds					
General fund	506,683	2,062,534	(2,358,501)	39,948	250,664
Restricted funds					
Health education	300,136	—	(23,209)	(21,738)	255,189
John Hinds Scholarship	1,036	—	(1,134)		(98)
HEE/CHSAGrant	231,863	312,510	(141,544)	(18,210)	384,619
Restricted funds total	533,035	312,510	(165,887)	—	639,710
Total funds	1,039,718	2,375,044	(2,524,388)	—	890,374

Notes to the financial statements 31 December 2022

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16 Movement in funds (continued)

	At 1 January 2021 £	Income £	Expenditure £	At 31 December 2021 £
<i>Unrestricted funds</i>				
<i>General fund</i>	748,731	1,877,796	(2,119,844)	506,683
<i>Restricted funds</i>				
<i>Health education</i>	339,697	—	(39,561)	300,136
<i>John Hinds Scholarship</i>	1,863	—	(827)	1,036
<i>HEE/Grant/Bridgepoint</i>	169,800	180,140	(118,077)	231,863
<i>Restricted funds total</i>	511,360	180,140	(158,465)	533,035
<i>Total funds</i>	1,260,091	2,057,936	(2,278,309)	1,039,718

Net movement in funds, included in the above, are as follows:

The restricted income and expenditure relates primarily to the Health education grants that the charitable company has received in the year. These funds are restricted to use on specific projects in line with the terms of the grant agreements with the funders.

17 Analysis of net assets between funds

	Fixed assets £	Current assets £	Current liabilities £	Non-current Liabilities £	2022 Total £
Unrestricted funds	45,623	1,185,657	(187,116)	(793,500)	250,664
Restricted funds	—	639,710	—	—	639,710
	45,623	1,825,367	(187,116)	(793,500)	890,374

	Fixed assets £	Current assets £	Current liabilities £	Non-current Liabilities £	2021 Total £
Unrestricted funds	71,218	1,170,040	(734,575)	—	506,683
Restricted funds	—	533,035	—	—	533,035
	71,218	1,703,075	(734,575)	—	1,039,718

18 Operating lease commitments

The charity had commitments under operating leases at the year end as follows:

	2022 £	2021 £
Land and buildings		
Expiring:		
Within one year	27,418	15,708
Between 1-2 years	27,418	—
Between 2-3 years	27,418	—
Total commitments	82,253	15,708
	2022 £	2021 £
Other		
Expiring:		
Within one year	1,522	2,338
Between 1-2 years	1,522	1,522
Between 2-5 years	—	1,522
Total commitments	3,044	5,382

19 Related party transactions

At the year-end, College of Paramedics Learning and Education Limited owed £1,598 (2021 - £1,598) to the Charity. The College of Paramedics Learning and Education is now dormant.

20 Ultimate controlling party

The Trustees consider that there is no ultimate controlling party.