



COLLEGE OF
paramedics
leading the development of the paramedic profession

TM

2023

Annual Report



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INTRODUCTION

A very warm welcome to our latest Annual Report. As we navigate the ever-evolving landscape of urgent and emergency service provision, this report stands as a testament to the unwavering commitment, tenacity, and compassion exhibited by our members in the face of continued unprecedented challenges. In what has been another extraordinary year, you have shown many examples of innovation, creativity, and leadership in a system that is, quite frankly, creaking at the seams. As we share the stories, statistics, and achievements within these pages, it is our hope that you will gain a deeper appreciation for the incredible work being done, and we pledge our commitment to meet and exceed your expectations in 2024.



**Tracy Nicholls OBE FCPara,
Chief Executive**

The landscape has changed to become ever-more complex, and the way in which care is delivered in whatever setting you are working, has remained professional, compassionate and supportive to all of those patients who need us across a wide range of services. Your dedication, despite all the challenges and limitations that the systems bring us, has shown courage and expertise in navigating, advocating, and guiding the public to ensure they get the right care wherever possible.

This year our focus has been on ensuring your collective voices are heard. I am always amazed at how lucky the College is to have such an incredible group of volunteers, who support us and give up their time to help our members, not least our Paramedic Council, Student Council, Board of Trustees and all of our many Specialist Interest Groups and Steering Groups as they provide such valuable input.

It has been a busy year for the College, with further appointments in research, education, membership and engagement and policy and public affairs. Our focus for the next year will be drawing our five-year strategy to a close and providing our members with a clear vision for the College, which will include our commitment to support clinical consolidation, development and, greater CPD opportunities and to ensure that positive health and wellbeing is catered for where possible. We have some ambitious plans which will include the voices we hear from colleagues who do not necessarily want to develop into advanced practice, but want to continue to provide excellent care and remain in their current roles.

Our lobbying work to ensure that controlled drugs have the necessary Statutory Instrument by the end of the year has been achieved by the support of some incredible advocacy from members of the House of Lords. My thanks go to all of those who spoke so passionately about our profession and supported David Rovardi and I continue to see real momentum with this.

We know that the granting of our Royal Charter will be a real catalyst and opportunity for change within the College, and we will be calling on you, our members, to advise and guide us on a different professional journey; we would encourage as many of you as possible to join us. I was deeply encouraged by those I spoke to at our first face-to-face National Conference since 2019, held in Nottingham, who were eager for enhanced professionalisation, without losing the uniqueness of being a paramedic.

I would like to extend my thanks to Professor Dr John Martin KAM for his support, both to the College and to me personally over many years. It is not a cliché to say that without John there may not be a College of Paramedics, and I would like to thank him and our other Trustees, who have served so diligently and whose tenure ended in May of 2023. The only constant in the College is change, and with that comes a new Board, ably led by Jon Price as President and Kerry Robertshaw as Vice President, who will be shaping our future for the next two years.

In closing, I want to sincerely thank all our volunteers, those from the profession and those stakeholders outside it, our committee members and the small but dedicated College role holders, without whom we couldn't function, as well as our employees, whose extraordinary hard work is greatly appreciated. Our success is inseparable from the support of all of you.

G Nicholls



CHAIR OF STUDENT COUNCIL

As we look back at 2023, we see that the Student Council has distinguished itself through a series of remarkable achievements and initiatives. The members of the Council have shown incredible commitment in both advocacy and improving areas of being a student paramedic. In addition to regular meetings where we address and provide responses to any concerns from various regions, we have also actively collaborated within the College and with external organisations. The Student Council has provided an essential student perspective in a range of events, working groups, and wider task-and-finish teams, and we are proud to provide an overview of the outstanding efforts and accomplishments from the past year.

A standout achievement this year was the highly successful relaunch of the UK Student Paramedic Conference. This event saw incredible numbers of student paramedics join us from across the UK, not only facilitating knowledge-sharing and networking opportunities but also continuing our goal to nurture a student paramedic community. The proactive approach in planning and executing this conference alongside the events team has set the stage for an even more promising UKSPC24, demonstrating our commitment to fostering educational growth and camaraderie among UK student paramedics.

The Student Council's input at conferences and events has been pivotal in ensuring that student voices are prominently featured in discussions shaping the future of paramedicine. This included the inaugural ParaMedic Project, Inclusive Recruitment Conference, Emergency Service Mental Health Symposium, Trauma Care Conference, National Ambulance LGBTQ+ Conference, Ambulance Leadership Forum, and Health Education England's multi-professional council. We even held a seat at the Ministerial roundtable in Westminster! These demonstrate both the commitment and desire of the Student Council to be the catalyst for positive change.

Recognising the importance of student mental health and supporting the well-being of student paramedics, the Student Council has explored student mental health provisions, including an important dialogue with external mental health organisations. Additionally, the Student Council has worked to aid the provision of resources for neurodivergent students, while also undertaking discussions relating to uniform and PPE provision for student paramedics. There was a continued dialogue with ambulance service leads, which has contributed to an increased holistic approach towards education and practice – highlighting the Student Council's commitment to addressing practical concerns and improving overall learning conditions.

The Student Council's ongoing efforts in addressing cultural issues and combatting sexual harassment and inappropriate behaviours have demonstrated their dedication to fostering a safe and respectful environment for all student paramedics. We have been glad to be involved in the important work being undertaken by Ambulance Voices and look forward to continuing to engage in these important conversations, taking significant steps toward improving the overall culture within the paramedic community.

The Student Council have also been working incredibly hard in the background with our marketing team to prepare for the relaunch of our social media, which marks a strategic move toward enhancing the Student Council's online presence. This has allowed the Council to engage with a wider audience, create educational content specifically for students, inspire the next generation of paramedics, and



Emma Wainwright, Chair of Student Council until 31/08/2023 and Peter Turner-Wells, Chair of Student Council from 01/09/2023

cultivate a stronger sense of community among student paramedics. The achievements of the Student Council in 2023 underscore a commitment to representing student paramedics and advancing the field of paramedicine. Despite the ever-growing cultural, financial, and procedural challenges facing student paramedics, we are proud that the Student Council has continued to rise to the occasion, repeatedly overcoming these adversities. We hope to see the College of Paramedics Student Council continue to drive positive change and impact the paramedic profession over the coming years.



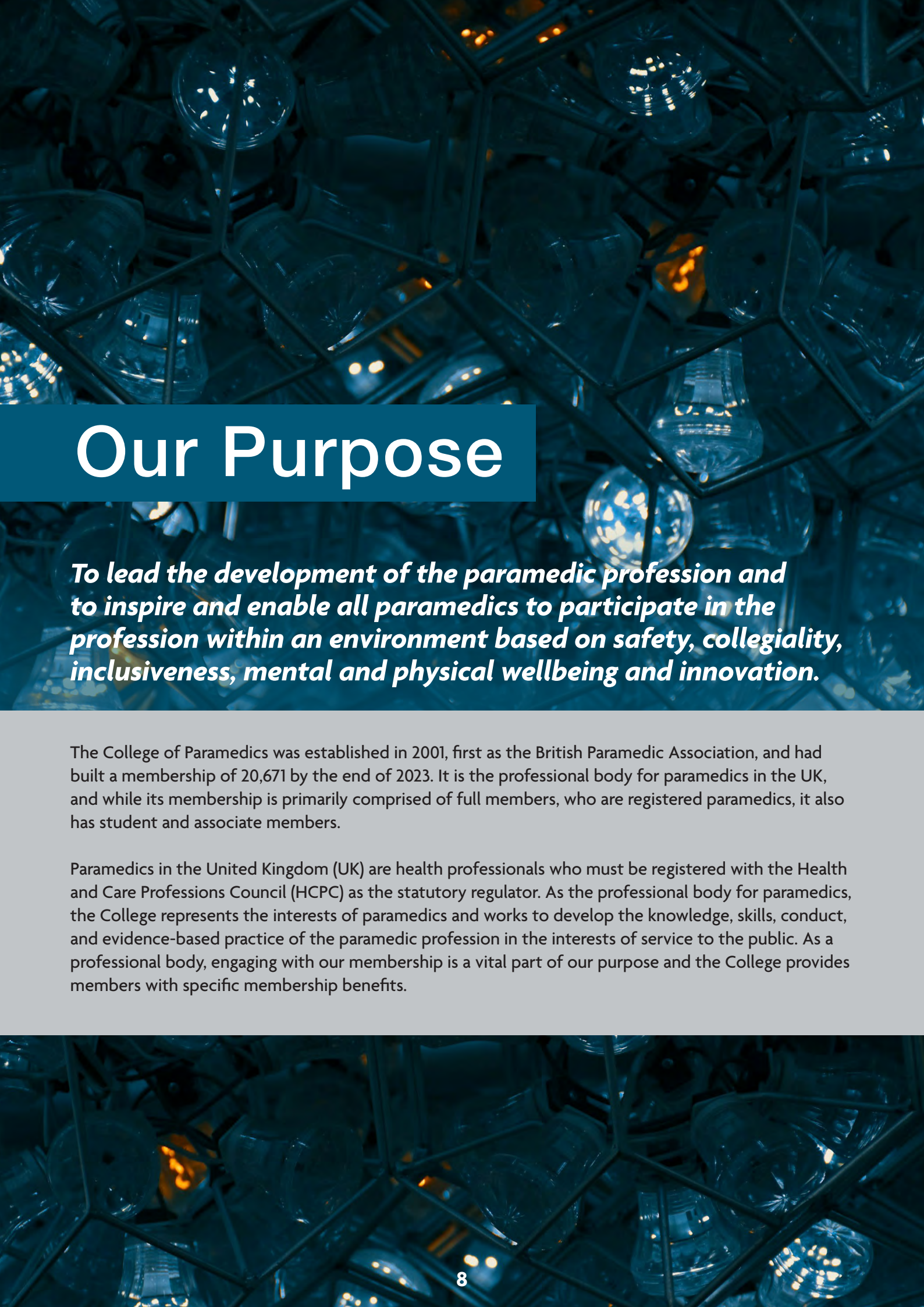
PRESIDENT

It is with great pride and enthusiasm that I present to you the impact report detailing the profound influence and achievements of the College over the past twelve months. At the heart of our mission lies a steadfast commitment to promoting excellence in paramedic practice, advocating for our members' health and wellbeing, and shaping the future of our profession. Through tireless dedication and collaborative efforts, we have continued to shape the landscape of paramedic practice and have fostered growth, innovation and resilience within our College and our profession.

As we reflect on the achievements detailed within this report, let us reaffirm our commitment to advancing the paramedic profession and ensuring its continued growth and success across all nations of the United Kingdom. Together, I am sure we will push the boundaries of practice, continue to support each other, and look forward to the forthcoming year with the same enthusiasm and dedication that epitomises paramedics across the health and social care system.



**Jon Price MCPara,
President**



Our Purpose

To lead the development of the paramedic profession and 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.

The College of Paramedics was established in 2001, first as the British Paramedic Association, and had built a membership of 20,671 by the end of 2023. It is the professional body for paramedics in the UK, and while its membership is primarily comprised of full members, who are registered paramedics, it also has student and associate members.

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 knowledge, skills, conduct, and evidence-based practice of the paramedic profession in the interests of service to the public. As a professional body, engaging with our membership is a vital part of our purpose and the College provides members with specific membership benefits.

A photograph of the Aurora Borealis (Northern Lights) in shades of green and purple, dancing over a dark lake. In the background, there are snow-capped mountains under a dark sky.

Delivering On Our Strategy

“

As we navigate the ever-evolving landscape of urgent and emergency service provision, this report stands as a testament to the unwavering commitment, tenacity, and compassion exhibited by our members in the face of continued unprecedented challenges.

In what is another extraordinary year, you have shown many examples of innovation, creativity and leadership in a system that is, quite frankly, creaking at the seams. As we share the stories, statistics, and achievements within these pages, it is our hope that you will gain a deeper appreciation for the incredible work being done, and we pledge our commitment to meet and exceed your expectations in 2024.

A handwritten signature in white ink that reads "Tracy Nicholls".

Tracy Nicholls

**Tracy Nicholls OBE FCPara,
Chief Executive**

LEADERSHIP





The Board of Trustees

EXISTING



Rory O'Connor
Chair of Paramedic
Council



Vince Clarke
Trustee (Education)



Georgette Eaton
Trustee (Research)



Richard Webber
Trustee (Membership and
Communications)

OUTGOING



John Martin
President



Paul Younger
Vice President



Paul Aitkin-Fell
Trustee (Professional
Standards)



Mike Malpas
Honorary Treasurer

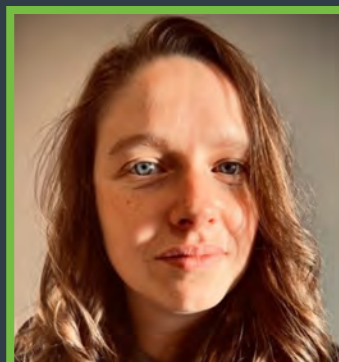
INCOMING



Jon Price
President



Kerry Robertshaw
Vice President (Honorary
Secretary)



Mary-Jane Emery
Trustee (Clinical
Development)



Giles Adams
Honorary Treasurer

Statements, consultations and inquiries

Each year we are asked to submit our opinions and recommendations to numerous consultations from various organisations. We make the decision to respond based on the impact and relevance of the consultations to the paramedic profession. We also release statements on a range of topical subjects and issues that affect our members and the profession, and we participate in a range of inquiries.

In 2023 we responded to over thirty consultations.

These included:

- HCPC: Consultation on standards of conduct, performance and ethics
- DoH: Consultation on minimum service levels in ambulance services
- DHSC: DHSC major conditions strategy

INQUIRIES

- Scottish COVID-19
- Fuller
- Manchester Arena
- COVID-19 Public Inquiry
- CATA (COVID-19 Airbourne Transmission Alliance)

PUBLICATIONS

- Third ed. Law and Ethics
- Primary Care for Paramedics.



Representation and engagement across the four nations

Our policy and public affairs work includes engagement with key stakeholders across the four nations, with representatives from the College attending and engaging with several groups.

Stakeholder	Workstreams
AACE (Association of Ambulance Chief Executives)	National Ambulance Diversity and Inclusion Forum
	AACE Public Health Group
	National Ambulance Safeguarding Group
	AACE Pre and Out of Hospital Resuscitation Group
	NENAS
	Employee Wellbeing and Suicide Prevention Group
The Academy of Medical Royal Colleges (AoMRC)	NHS Pathways Strategic Clinical Advisory Group
AHPF	CEO Group
	Policy Officer Group
	CAHPR
	Education leads
AHP Mental Health and Learning Disability Observatory	Advancing AHP contribution to MH and LD
SCOPE (NES)	Scotland Education Network
APPGEAPS	Policy and Public Affairs
CQC (Care Quality Commission)	General Practice Reference Group
Community Rehabilitation Alliance	Large stakeholder group to inform/support community rehabilitation
Department of Work and Pensions	Fit Note IPG
Faculty of Forensic & Legal Medicine (RC of Physicians of London)	Academic Committee
Faculty of Pre-Hospital Care (RC Surgeons of Ed)	Advisory Board
HEIW (Health Education and Improvement Wales)	Stakeholder Reference Group
Healthcare Safety Investigation Branch (HSIB)	Investigations and recommendations

LEADERSHIP

Healthcare Support Worker - HCSW Education Network and HCSW Advisory Group	Large stakeholder group to inform/support AHP professions (CSP led)
HCPC (Health and Care Professions Council)	Annual CEOs and President meeting
	Health & Care Professions Education Leads Group (HCPEL).
	International Registration
	HCPC EDI Forum
	HCPC Fitness to Practise Representatives Body Forum
	HCPC Professional Body Forum
NHSE WTE	eLearning for Health
	International recruitment
	HEE ACP curriculum framework development (Frailty)
	HEE Multi-professional framework for advanced clinical practice in England
	Primary Care Team
	First Contact Practitioners Roadmaps to Practice
	AHP Support Workforce (HEE led)
	Rotating Paramedic - SWLG HEE
	AHP Education Leads
	Enhanced Clinical Practice
JRCALC	Guideline development committee
	EDI Committee
NHSE/I	Reducing Misogyny and Improving Sexual Safety in the Ambulance Service Consensus
	Greener NHS
	Greener AHP Advisory Board
	Ambulance Load List Standardisation
	Return to Practice Programme
	Stroke Reconfiguration Workstream
	NHS Supply Chain, AHP Uniform Advisory Group
NHS Confederation	Workforce and Estates Design Group Professional Bodies Primary Care Network
NICE	
National HEMS Research Audit Forum (NHRAF)	NHARF Committee
National Woundcare Strategy Programme	Stakeholder Group
	Education Advisory Group
Personalised Care Institute	Continual contact to deliver PCI objectives for Primary Care Paramedics
Pre-Hospital Emergency Medicine / IBTPHEM	Curriculum Review Committee
Chartered Society of Physiotherapy	Equity, Diversity and Belonging Committee

Primary Care FCP Coalition	Regional team for NEYorks - FCP implementation
Welsh Royal Colleges and Professional Bodies (RCAP)	Advisory group
Royal College of Emergency Medicine (RCEM)	ACP Credentialing Committee
	PHEM Professional Advisory Group
The Royal Foundation	Tactical Emergency Responders Group
	Senior Leaders Board
Royal College of Surgeons of Edinburgh	Collaborative work on exams + national Urgent Care SIG
TASC	MOU
	Bi-annual memorial service
Trauma Care UK	Joint CoP / TCUK conference

Diversity, Equity, and Belonging

Through 2023 we continued in our commitment to diversity, equity, and belonging.

We delivered a Paramedic Inclusive Recruitment Conference. Created to facilitate conversations and learning about how to improve the recruitment and retention of under-represented groups. It was attended by over seventy representatives of organisations from England and Wales.

We have continued our staff and volunteer development, delivering anti-racism training and welcoming SSHINE (Sharing Student Healthcare Initiative for Healthcare Neurodiversity and Equity) to a team day to focus on building awareness around neurodiversity.

Working in partnership with a number of organisations, we launched the first ParaMEDic Project. This immersive, three-day paramedic experience brought together fourteen young people from minoritised ethnic groups to showcase what a paramedic career might look like. Sixty per cent of attendees confirmed they would pursue a career as a paramedic as a direct result of attending the course with two now employed by an ambulance trust.

PARA MEDIC





EXCELLENCE





Clinical Development

PRIMARY AND URGENT CARE

In 2023, the College launched an electronic portfolio to support those in First Contact Practitioner roles to evidence their capabilities. Offering free access for 12 months, over 700 paramedics are now using the Fourteen Fish e-portfolio.

The Diploma in Primary and Urgent Care was relaunched, two exam dates were held, and further dates are set for 2024 with two new venues to improve access for members.

EMERGENCY AND CRITICAL CARE

A significant amount of work has been undertaken in 2023 to develop a standardised pathway for the transition from a level 6 paramedic to an Advanced Paramedic in Critical Care at level 7. This extensive undertaking is led by the Critical Care Specialist Interest Group (CCSIG), comprising highly experienced representatives from both within and beyond our profession, and will continue into 2024.





Education

A draft of the 6th edition pre-registration curriculum has been published, ahead of the full publication in early 2024. This follows extensive stakeholder engagement that took place over nine months and across the United Kingdom, more than forty higher education institutions (HEIs), ten UK ambulance trusts, and representatives from HCPC, NHSE, NES, and AACE have contributed to this publication, as well as subject matter experts, learner representatives, and specialist group representatives. At least twenty-two task and finish groups were instrumental in providing the updated curriculum content.

October 2023 saw the publication of the AHP Principles of Practice-Based Learning. The College collaborated with nine other AHP professional bodies to compose these principles, which underpin the approach to practice-based learning for paramedics into the future and are referenced in the new curriculum.

The College has worked with colleagues at St George's University of London (SGUL), and the AACE Ambulance Disability Network to create an inclusive route to paramedicine. Following approval both internally at the HEI and with the HCPC, this route was launched at the face-to-face Paramedic Education (HEI) Network in December 2023.

Research

Focused on developing the prominence of our research work, both nationally and internationally, 2023 saw us strategically collaborate with esteemed professional organisations and bodies, such as the Council for Allied Health Professions' Research, aimed at ensuring that paramedics are not only prominently represented in research but also acknowledged as esteemed career researchers. Notably, there has been an increase in the number of emerging research leaders within our profession, signalling a promising trajectory for the future research workforce.

Some key successes for 2023 include:

- Acquiring funding from the London Ambulance Service for an evaluation of their team-based working model which allowed appointment of two part-time Research Fellows for twelve months
- Continued support of our joint PhD studentships – four students are due to complete in 2024
- Agreement to offer an additional Research Small Grant in memory of Betty Pennington who died in the summer of 2023
- Agreement with Monash University that the Professor Malcolm Woollard studentship awarded by Monash University in conjunction with the College will be converted to a part time PhD studentship to support someone for five years.
- Continued development of collaborative opportunities to promote research with various other organisations, including:
 - Council for Allied Health Professions Research
 - Royal College of Emergency Medicine (RCEM)
 - 999 Research Forum
- Publication of seven podcasts, provision of six research-based on-line webinars and three on-line Research Drop-in Clinics.
- 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.
- First publication from the CoP's funded study Covid 19 Ambulance Response Assessment (CARA) study; with two more papers accepted for publication in 2024
- RDAC have reviewed and advised on six studies, helping to support development of research and research grant applications.
- 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.

Professional Standards

The Professional Standards team welcomed the opportunity to provide comment on the HCPC proposed changes to the Standards of Conduct, Performance and Ethics (SCPE) and Guidance on Social Media Consultation in 2023. We would like to thank our members who provided their comments to us during the writing of our response. We also submitted feedback to the Professional Standards Authority as part of their regular review of the HCPC. Our feedback response was based on our interactions with the HCPC since 1st April 2023, and focused mainly on fitness to practise investigations and processes. We outlined the inconsistencies and inequalities that continue to prevail, the unacceptable timescales registrants endure, and the negative impact on wellbeing that ensues.

The College of Paramedics has acknowledged for some time that the issue of medicine administration by student paramedics has been the subject of a great amount of discussion between organisations that provide students with clinical placements (in particular, NHS Ambulance Services) and the universities where student paramedics are studying. Therefore, in 2023 we took the opportunity to set out our position on this subject by publishing the Medicine Administration by Student Paramedics guidance document.

We are pleased and proud to have supported the launch of the Reducing Misogyny and Improving Sexual Safety in the Ambulance Service publications in 2023. Our representatives, including members of the Student Council, took an active and participatory role as stakeholders throughout the progression of this workstream and in the development of the publications. This work represents an acknowledgement of the unacceptable environment that prevails for many ambulance staff, and a collaborative commitment to create safe, supportive, and learning cultures to reduce the harm that currently occurs.

MEMBERSHIP

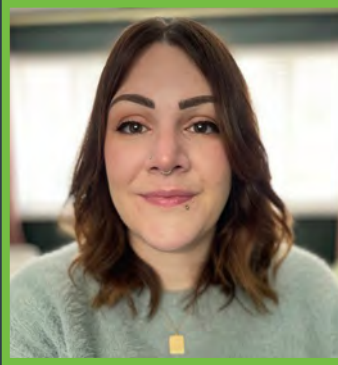


Paramedic Council

EXISTING



Rory O'Connor
Chair of Paramedic
Council



Gema Mee
West Midlands



Helen Hardy
Eastern

OUTGOING



Daniel Irvine
Scotland



Adrian McGrath
Northern Ireland



Darran Griffiths
Wales



Jon Price
North West and
Vice-chair



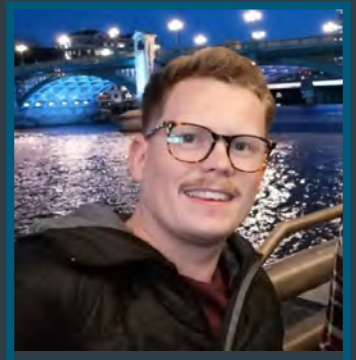
Paul Thomson-Elliott
North East



James Stubley
Yorkshire and the
Humber



David Huckin
East Midlands



Jonathan Street
London

MEMBERSHIP



James Gardner
South West



Nicholas Groom
South East



Scott Howie
Military and Overseas



Emma Wainwright
Student

INCOMING



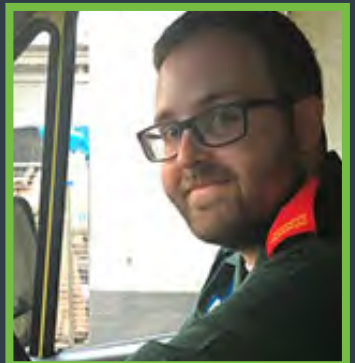
Tom McMurray
Scotland



Jacqueline O'Neill
Northern Ireland



Bethany Davies
Wales



Tom Goodwin
North West



Paula Treadwell
North East



Louise Whittaker
Yorkshire and the
Humber



Mark Hall
East Midlands



Helen Hardy
Chair Elect

Continued...

INCOMING



Henry Agbor
London



Martin White
South West



Samantha Barry
South East



Ben Lyons
Military and Overseas



Peter Turner-Wells
Student



MEMBERSHIP

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2023 has seen significant ongoing work by the College of Paramedics, of which the Paramedic Council has played a vital role. As both a professional body and membership organisation, it is essential that we both represent the interests of our profession, but reflect the will of our members. The Paramedic Council works to continue to ensure that the member voice is heard at the highest level of our professional body, and the interests of our members are at the forefront of our decisions and actions.

I wish to thank all those who have in the past, and continue to do so, volunteered their time to sit on the Paramedic Council to ensure that the College remains member focused and reflective of the paramedic profession in 2023.



Rory O'Conner
Chair of Paramedic Council

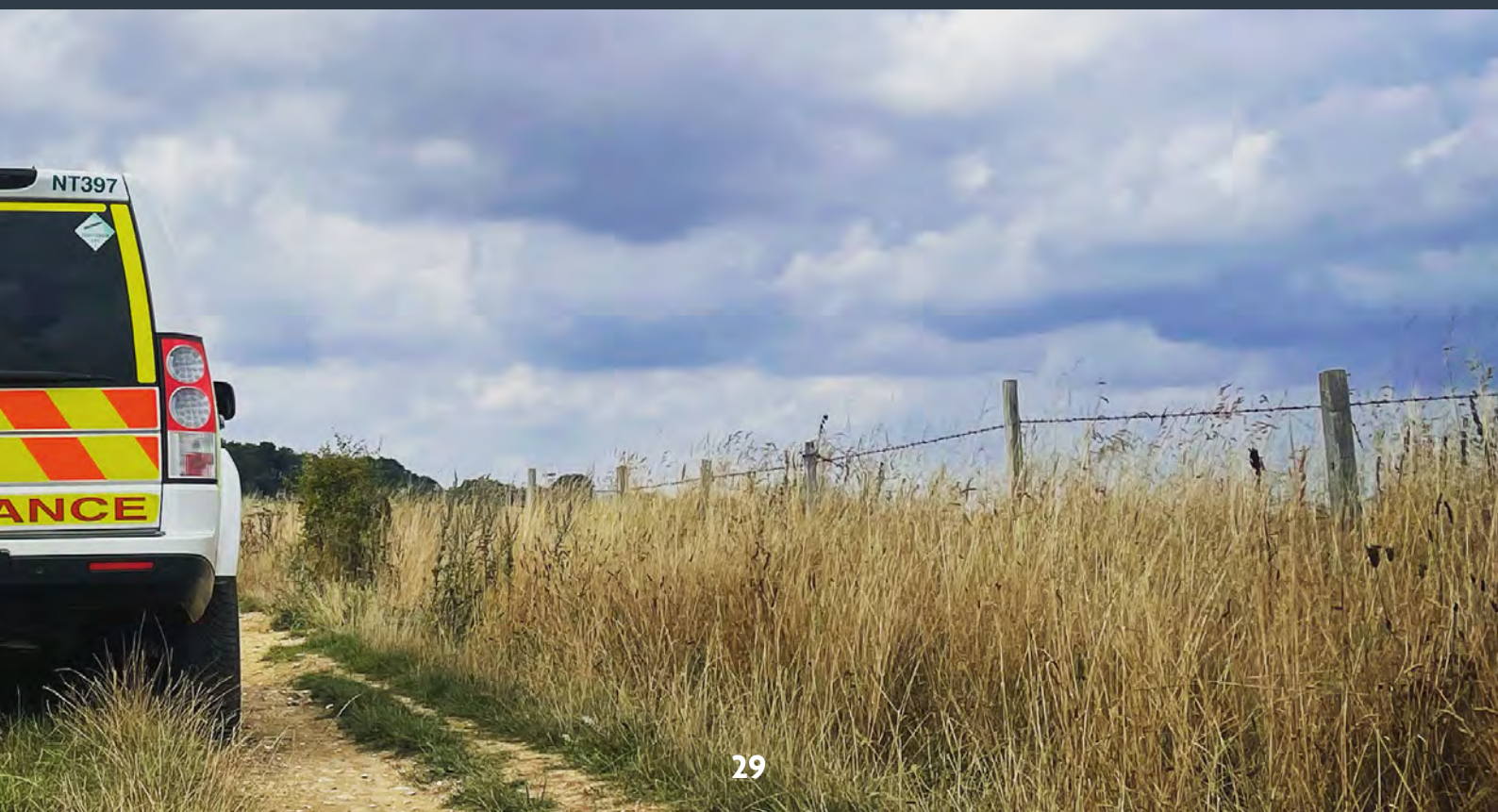


Helen Hardy
Chair Elect

The continued collaboration between partner organisations and the College has achieved significant milestones and exemplified the highest standards of professionalism, leaving a lasting impact on our industry and beyond. As I reflect on these achievements, I look forward with ambition to building on this work and engaging even more deeply with our community.

Thanks to each of you for your dedication, hard work, and commitment to excellence.

”



Student Council and Student member reps

2023 INCUMBENTS



Emma Wainwright
Chair of Student Council
until 31/08/23



Peter Turner-Wells
Chair of Student Council
from 01/09/23



Nathan LeBlancq
Vice-chair



Matthew Johnston
Northern Ireland



Gavin Keymer
Scotland



Alex Wedlake
Wales



Laura Oliphant
North West



Victoria McGaughey
North East

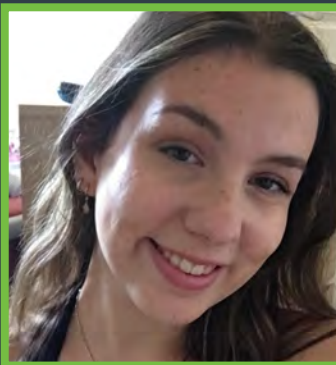


Will Sharpe
Yorkshire and the
Humber

MEMBERSHIP



Victoria Blake
West Midlands



Isobel Abbott
East Midlands



Joshua Thorn
Eastern



George Christison
South West



Jordan Ansell
South East

“

2023 was an extremely busy year for the Student Council, and we were able to formally cement ourselves within the College and the wider paramedic profession. We continued to advocate and improve areas for student paramedics across the United Kingdom by discussing regional issues within our regular meetings. We were able to provide student representation within key working groups, including at a ministerial round table with the Health Secretary. The Student Council was formally established in 2020, so to have representation at this Department for Health and Social Care discussion was, and continues to be, a huge achievement.

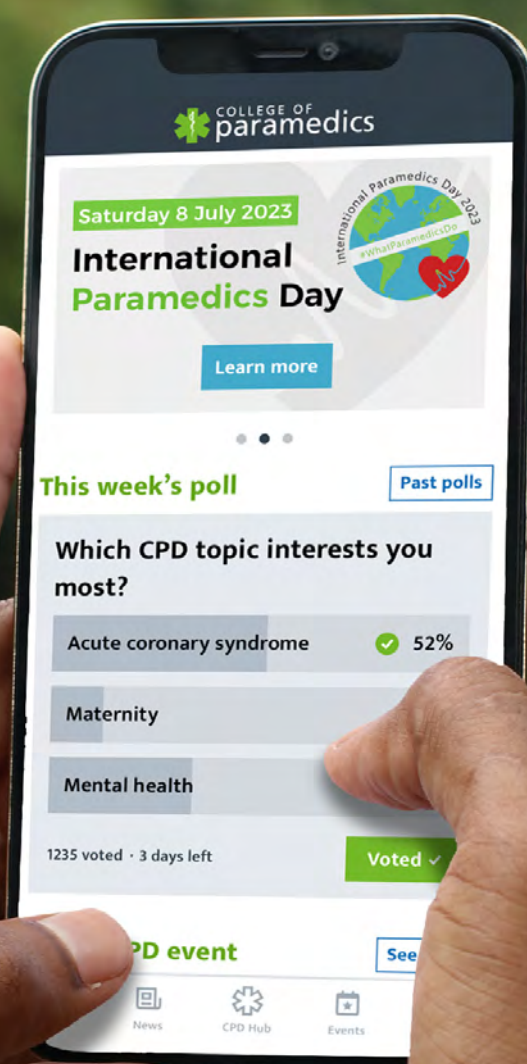
This year the Student Council is hoping to continue going from strength to strength. 2024 is a very exciting year for the Student Council, being the first year all regions have a nominated Student Representative. We also, for the first time, have a Military Student Representative to ensure our military student paramedic colleagues are not underrepresented. Last year also saw the relaunch of the UK Student Paramedic Conference after the coronavirus pandemic, and this year's UKSPC is looking to be just as great as the last! The committee has been working extremely hard on delivering the best possible event, and we look forward hopefully to seeing as many of you as possible.



Peter Turner-Wells
Chair of Paramedic Council

College of Paramedics App

Over the course of 2023, we have been working on the development of a new College of Paramedics app. This brand-new app will enable members to access member benefits and resources on the go and will see further developments in the coming years.



Fitness to Practise legal cover

A key member benefit is our Fitness to Practise (FtP) cover, which supports members during HCPC investigations. To enable us to continue to provide this important service we have reviewed and updated our policy, including the eligibility criteria. These changes have been made to ensure the sustainability of the cover into the future.

FITNESS TO PRACTISE IN 2023

119 new enquiries received
regarding FtP

30 members were supported through
to a final case conclusion

32 member's cases were still being
actively supported, at the close of
2023

"I just wanted to say a massive thank you for all your hard work and sound advice. It is a massive weight taken off my shoulders. Once again, thank you so very, very much!"

"That is indeed wonderful news, which could not have come at a better time. I must thank you immensely for your help, reassurance, humanity, and for your trust in me. I can offer nothing but simple words to tell you how much weight, stress, and strain just left me upon reading your words. I started to cry with relief."

Continual Professional Development (CPD)

In 2023 we saw the reintroduction of the first face-to-face National and UK Student Paramedic Conferences since 2019. The National Conference was held in Nottingham and 220 attendees joined us for two days of learning and networking, as well as having the opportunity to attend our AGM and evening awards dinner.

The College's UK Student Paramedic Conference saw 150 students come together in Swansea to listen to inspiring presenters, visit the exhibitor stands, and take part in competitions, as well as meet some beautiful wellbeing dogs.

We also held our first Primary Care and Prescribing Conference and Inclusive Recruitment conferences, and a range of local events in Scotland, Northern Ireland, and Yorkshire, all of which were well attended.

We provided a varied offering of over 40 webinars on a range of topics with over 3,500 registered attendees over the year, and we continued to maintain our commitment to provide all our Zoom-run virtual sessions free for our members, as a member benefit.

2023 CPD HIGHLIGHTS

3 new conferences

9 in person conferences

40 virtual CPD events

Over **3,500** registrations for our webinars

12 wellbeing offerings

Significant Achievements

CERVICAL SCREENING

We have worked with Public Health England, and now NHS England Public Health Commissioning and Operations, and we were delighted that in 2023, after two years of negotiation, primary care paramedics have been recognised as able to undertake the training required to become sample takers in the NHS Cervical Screening Programme. Although this may be applicable to only a small number of paramedics, it will have a positive impact on a huge number of women.

Our next steps are to work with our colleagues in the devolved nations to allow paramedics outside England the same development opportunities

INDEPENDENT PRESCRIBING BY PARAMEDICS

Following a long campaign from the College of Paramedics, the Home Office updated legislation to allow paramedic independent prescribers to prescribe and administer from a list of agreed controlled drugs for paramedic working in England, Scotland and Wales.

The work will continue in 2024 to call for a further expansion of prescribing rights for paramedic independent prescribers to bring us in line with nurse and pharmacist independent prescribers and for student paramedics to be able to administer injectable medication as part of their practice-based learning. The College will also continue to work towards Northern Ireland being incorporated into the paramedic independent prescribing legislation

INTERNATIONAL PARAMEDICS DAY

Following the success of the inaugural International Paramedics Day in 2022, this year's IPD turned out to be even bigger and better, with more than double the number of partners that we had in 2022 (90) from 23 countries around the world.

Promoting 2023's theme of "What Paramedics Do", thousands of you from the UK and across the globe took to social media on 8th July to raise awareness and educate the public, employers, prospective students, government leaders, political decision-makers, and other healthcare workers about the versatility of what paramedics do and the different settings in which they work. Such was the level of engagement that #IPD2023 was consistently trending on Twitter throughout the day, making it another successful campaign for the College.

Honours and Awards

THE COLLEGE 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

These 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 and a practice educator. Each of these awards will be given to just one nominee or entry each year. These awards include Paramedic Student of the Year, Practice Educator of the Year, the John Hinds Scholarship Award, the Carol Furber Award and the Roland Furber Award.

Listed to the right are those recipients awarded in 2023.

Previous recipients are listed on the College website.

MEMBERSHIP



LIFETIME ACHIEVEMENT

Gerry Egan

Bob Fellows



FELLOWS

Dr Ursula Rolfe

Richard Lane

Karen Nelson
(posthumous)



HONORARY FELLOWS

Penny Jones

Patrick Mitchell



COMPANIONS

Imogen Carter



HONORARY COMPANIONS

Joanne Collins

Soma Eatwell

Dr Barry Jones

Kamini Gadhok MBE

Dr Christine Peters

Rose Gallagher MBE

David Osborn



PARAMEDIC STUDENT OF THE YEAR

Chloe Keeping



JOHN HINDS SCHOLARSHIP AWARD

Shane Fahy



PRACTICE EDUCATOR OF THE YEAR

Dominic Comrie



CAROL FURBER AWARD

James Field



ROLAND FURBER AWARD

Mark Hodgkinson

WELTBLEIBUNG





Future Workforce Mental Health Project

The Future Workforce Mental Health Project reached the end of its second year during 2023 and continued to achieve successful and impactful outputs. The project leads delivered Practice Educator 'train the trainer' hybrid packages within South Western Ambulance Service, London Ambulance Service and East Midlands Ambulance Service, with initial feedback received being positive from those involved. This feedback is now undergoing more detailed evaluation. Emma Geis and Katie Pavoni also attended the University of Cumbria's 2023 Education Conference, running a practical workshop with fifty members of the faculty to engage and explore with them how to embed the pre-registration wellbeing curriculum within their programmes.

Collaborative work with AACE continued with the joint 'Uncomfortable Conversations' webinars. The subjects covered in the series this year were trans awareness and visual difference.

The College continued funding of the 87% Wellbeing App for member benefit, and we launched a bespoke online assessment tool for members. This confidential platform can be used to support members' psychological wellbeing by providing specific individual feedback and signposting to useful resources to enhance personal wellbeing.



Rejuvenate. Thrive. Breathe.

We have continued the delivery of the 'Rejuvenate. Thrive. Breathe.' paramedic wellness programme, thanks to funding received from the Covid Healthcare Support Appeal. The programme promotes outdoor recreation as a means of improving mental health and wellbeing.

Through the programme we provided activities to help members develop a positive coping strategy for their mental health and physical wellbeing.

6 week 'yoga for the frontline' online classes

2 fully funded 4 day/3 night retreats in Snowdonia

3 Mountain Training accredited 2 day hills skills training courses

1 menopause and nutrition webinar

1 wellbeing walk in the Malvern's, Worcestershire



Three-day Wellbeing Retreat in the Peak District with hiking, mindfulness and meditation sessions, and access to a counsellor and life-coach throughout the retreat.

"It is so hard to put into words how fantastic an opportunity this was, to spend time away from 'normal life' and all that brings, and escape with a group of people you have ties in common with, people with a shared understanding. As corny as it sounds, it gave time to breathe, to switch off, to process, to laugh, to cry (not obligatory!), to eat (very well), to examine where I was and where I want to go. I am so grateful for the College to have provided this opportunity; it has made a real difference."



A two-day Mountain Skills Courses in Snowdonia, teaching members how to safely hike in the countryside, hills and mountains of the UK.

Wellbeing Walks taking place throughout the summer in the Malverns, Ashdown Forrest and the Peak District.

"I found the hike absolutely brilliant. Our Mountain Leaders were knowledgeable and great to talk to. I really hope that these walks continue, and I'm looking forward to completing the next one and telling more people about them."



An innovative, new intervention, designed and facilitated by emergency services personnel for emergency services personnel. A peer-support approach to provide bespoke, confidential, non-judgemental, support through a day-long surf therapy session.



STRENGTH



Recruitment of Staff

CREATING RESILIENCE IN TERMS OF CAPACITY

The College continues to grow, with the addition of new roles to help the College deliver its strategic priorities. The new roles created in 2023 were:

- ParaMEDic Project Support Worker
- Head of Membership, Marketing, and Engagement
- Education Programme Support Manager (fixed term)
- Policy and Public Affairs Manager
- Research Fellow

Communication

Our team of spokespeople enjoyed another productive year in 2023, with the College being asked by the media to comment on a variety of subjects including the NHS Recovery Plan, mental health, abuse and assaults on paramedics, current pressures, staff shortages, education funding, and handover delays.

While we had a great many press requests throughout the first quarter of 2023, the vast majority of these were to do with strike action. As we are neither a trade union nor an employer, the College drafted a statement regarding the industrial action and this was then shared with journalists and added to the website.

Over the past twelve months, we have kept members updated about all College developments via numerous statements, press releases and announcements, including our joint response with RCEM to the House of Lords Public Services Committee's report (Emergency Healthcare: A National Emergency), supporting the British Psychological Society's #FundNHS Hubs campaign and the Covid 19 Listening Exercise (Every Story Matters), producing joint communications with the Chartered Society of Physiotherapists about the need for greater investment in care in the community, issuing regular updates about our journey to securing Royal Charter status, celebrating the change in legislation to enable prescribing of controlled drugs by paramedic independent prescribers, promoting the inaugural ParaMEDic Project and announcing the College's new President, Vice President and Chair, as well as all new Trustees and Member Representatives.

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 and economic factors
- 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.
- Climate risk – the impact of climate change on health inequalities

The College of Paramedics made several appointments in 2023 that have been instrumental in the mitigation of risk. The College has employed a new Membership, Marketing and Engagement team who bring a variety of skills and abilities to the College and will enliven our engagement with members. The College has also employed assistants to support research, education and finance as key areas of business that will benefit from these additional roles. We also recruited a Policy and Public Affairs Manager who is leading on our policy influencing and engagement with parliament and will be working on reinvigorating an All Party Parliamentary Group (APPG).

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 Paramedic 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 what may impact on the delivery of the strategic aims, 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 hybrid 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.

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

Looking Ahead

The impact of our work in 2023 was significant. This report highlights the achievements that have been made.

As we work through 2024, we will focus our energy and resources *“To inspire and enable all paramedics to participate in the profession within an environment based on safety, collegiality, inclusiveness, mental and physical well-being, and innovation.”*

This will be achieved, specifically, through:

LEADERSHIP

Shaping the future of the paramedic profession

EXCELLENCE

Promoting excellence in paramedic practice

WELLBEING

Supporting paramedics' health & wellbeing

This also aligns with growing an engaged membership and strengthening the organisation.

We are optimistic. We believe that the College will go from strength to strength in 2024 and beyond. We have exciting projects ongoing, including the incorporation by Charter, granted by His Majesty the King in early 2024, which recognises the high regard in which the College is held. We are still in the early stages, aligning with strategic plans, and continuing our journey to obtain Royal College status.

We are also excited to be releasing our College app at our National Conference in May 2024., This is seen as a key tool to improve membership engagement.

The small team that works tirelessly behind the scenes to keep the College running smoothly is vital to how the College can sustainably grow. We have started to look at 'roles and responsibilities' for all post holders and, collectively, how these may look for the College as far ahead as 2030.



GOVERNANCE AND STRUCTURE



Statement of 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 and autonomously accountable for their actions. While that statement continues to be relevant, 2023 has been another exceptional year, one in which the efforts of the College of Paramedics have been largely focused on supporting its members during what continues to be the most challenging and sustained time of pressure on the NHS in living memory.

As the after-effects of the global pandemic on health and care services remain, the College of Paramedics' focus has been on influencing policy that supports our members within a system that remains at maximum demand and capacity and is working at such excessive levels that tangible change is likely to take many years to be realised. However, we are engaging with systems to explore how collective collaboration can unlock some of the challenges; the issues are fixable with commitment, expertise, and different ways of working.

The College continues its commitment to the mental health and wellbeing of its members, and we are delighted to remain engaged with the Blue Light Together programme and the Royal Foundation Senior Leaders Board and tactical groups to ensure maximisation of learning and opportunity.

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 2023, the College of Paramedics has been in discussions with higher education institutes, NHS England Workforce, Transformation & Education (NHSEWTE) (formerly 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 and access to the Learning Support Funding that will come into effect this year. The College has also worked on its 6th Edition of our Paramedic Curriculum Guidance, which will be launched in early 2024, ensuring that paramedics are ready for the challenges they face in paramedicine today and tomorrow.

In parallel, 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 our international colleagues at our in-person National Conference this year by hosting the 19th International Roundtable on Community Paramedicine, (IRCP) with attendees from the UK, USA, Canada, and Australasia.

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, and to be there for the public as a first point of contact. Many members of the public have experienced a change in their expectations of our members due to long delays in attendance and handover to hospital, or seeking care in other parts of the system, and this will undoubtedly continue to provide challenging relationships through 2024.

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.

Charitable Objectives

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 since the global pandemic. As noted, while a number of resources and much effort during 2023 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 as it now enters its final year.

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

of engagement events online. The use of AI will also be something we will look to in the future.

Podcasts and webinars remain invaluable modalities for learning and updating, and collaborations continued or were formed that brought high value to CPD. Highlights of the year included the return of our National Conference, held in-person in Nottingham and our inaugural Prescribing and Primary Care Conference, held in Leeds. Both events were well attended and reminded us of the human need to connect and network with one another. With so much work done by the College team and our volunteers this year, we anticipate more of these events to share with our members, including our Research Conference to be held in May 2024.

The College has engaged heavily in education and research in 2023 and will maintain this momentum to make sure the paramedic profession is fit for the future and can support the inevitable growth required for the future workforce. We will see this intrinsically in the launch of our 6th Edition of the Paramedic Curriculum Guidance which has been widely consulted on with our key stakeholders. The College is also commissioned to undertake primary research in some important areas that explore the values of teams-based working, and we look forward to seeing the results.

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, and Member Representatives, is developing, supported by Helen Lumber, Executive Assistant to the Chief Executive. There will be further progress in this area throughout 2024.

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.

The Student Council mirrors the Paramedic Council, and its members are elected from and by student members, as laid out in the College bylaws.

Organisational structure

The Board of Trustees comprises the President, Vice President (Honorary Secretary), 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 Paramedic Council comprises member representatives elected from each of twelve 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 strong and 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.

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 deliver the strategy on behalf of the Board, within time restrictions, reporting regularly on progress. The day-to-day administrative business of the College 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.

With the expert help of Mr Keith Lawrey of the Foundation for Science and Technology, we were able to submit our petition for Royal Charter to the Privy Council Office in December 2022. Through 2023 we were full of eager anticipation of news of the petition, which was gratefully received in February 2024, when the College was granted the Charter of Incorporation by His Majesty King Charles III.

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.

Key management personnel

The key management personnel are considered to be the Trustees, the Chief Executive Officer, Tracy Nicholls, the Chief Operating Officer, Lewis Andrews, 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 meets annually to review staff remuneration, which is benchmarked against other organisations.

The College employs a workforce of thirty-five on permanent or fixed terms contracts, working full time or part time, and funded by central College funds or project specific income. The College also 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.

Trustees

Dr John Martin (President) (retired 23.05.2023)

Mr Jon Price (President) (appointed 23.05.2023)

Mr Paul Younger (Vice President) (retired 23.05.2023)

Ms Kerry Robertshaw (Vice President) (appointed 23.05.2023)

Mr Rory O'Connor (Chair of Paramedic Council)

Mr Richard Webber

Dr Vince Clarke

Miss Georgette Eaton

Ms Fauziya Lakhi

Mr Paul Aitken-Fell (retired 23.05.2023)

Ms Mary-Jane Emery (appointed 23.05.2023)

Mr Mike Malpas (Honorary Treasurer) (retired 02.05.2023)

Mr Giles Adams (Honorary Treasurer) (appointed 12.05.2023)

AUDITOR

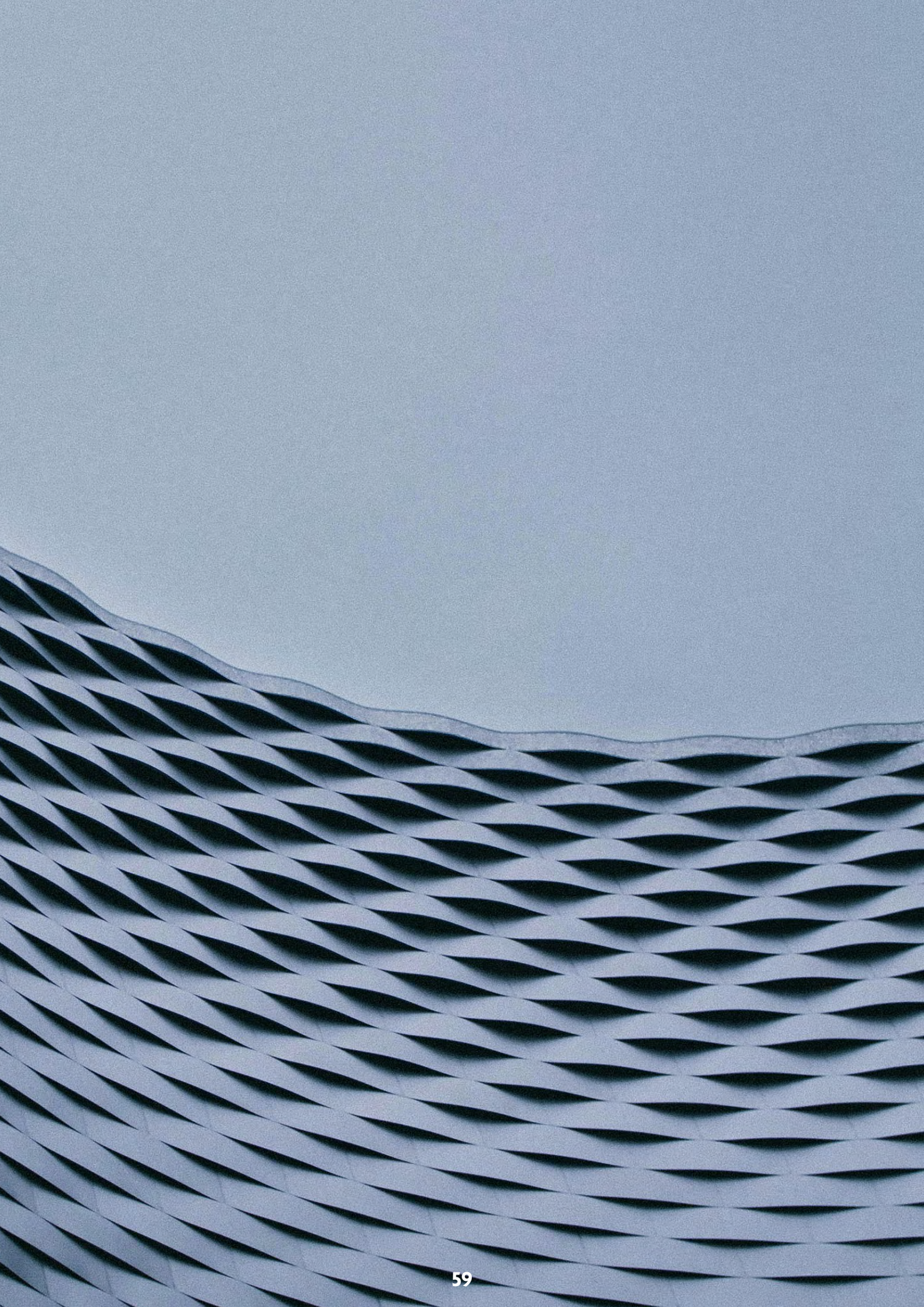
Buzzacott LLP
130 Wood Street
London
EC2V 6DL

BANKERS

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



FINANCIAL REVIEW



Financial Review

In compiling this report, with financial statements for the year ending 31 December 2023, the Trustees have complied with the Companies Act 2006 and the Statement of Recommended Practice - Accounting and Reporting by Charities, which incorporates the requirements of the Financial Reporting Standard applicable in the UK and Republic of Ireland ('FRS 102') ('the Charities SORP ('FRS 102'))).

The results for the College are detailed on pages 66 to 79. For the year ended 31 December 2023 the College generated a deficit of £47,842 (2022 – deficit of £149,344).

The principal source of funding in the year was membership income of £2,420,822 (2022 - £1,940,120).

Total income during the period remained in line with 2022, at £2,845,226 (2022 - £2,375,044). Membership numbers overall during 2023 reduced from: 21,077 to 20,671 (1st Jan - 31 Dec 2023). Full memberships continued to increase year on year from 16,040 to 16,460. However, the total Associate and Student member numbers continued a year on year reduction from 5,037 to 4,211.

Expenditure for the same period grew from £2,524,388 to £2,893,068.

Retained funds amounted to £842,532 at 31 December 2023 (2022 - £890,374) with the College having cash amounting to £1,520,662 (2022 - £1,671,199) and current liabilities of £433,292 (2022 - £187,116). The cash balance at the year-end included advance project funding of £338,105 (2022 £639,710)

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 2023 the College had unrestricted reserves (excluding fixed assets) of £375,545 (2022 - £205,041) representing 6 weeks (2022 – 5 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.

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.

FINANCIAL REVIEW

- 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.

This report was approved by the trustees on 9th May 2024 and signed on their behalf by:

Jon Price, MCPara
President

Independent auditors' report

Opinion

We have audited the financial statements of College of Paramedics (the 'charitable company') for the year ended 31 December 2023 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 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;

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- 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

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Statement of financial activities year to 31 December 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Income from:					
Other trading activities	1	40,480	—	40,480	23,701
Charitable activities	1	2,696,446	108,300	2,804,746	2,351,343
Total income		2,736,926	108,300	2,845,226	2,375,044
Expenditure on:					
Charitable activities	2	2,577,119	315,949	2,893,068	2,524,388
Total expenditure		2,577,119	315,949	2,893,068	2,524,388
Net income (expenditure)	4	159,807	(207,649)	(47,842)	(149,344)
Transfers between funds	16	93,956	(93,956)	—	—
Net movement in funds		233,763	(301,605)	(47,842)	(149,344)
Reconciliation of funds:					
Total funds brought forward		250,664	639,710	890,374	1,039,718
Total funds carried forward		504,427	338,105	842,532	890,374

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 72 to 79 form part of the financial statements.

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Balance sheet as at 31 December 2023

	Notes	2023 Total funds £	2022 Total funds £
Fixed assets			
Intangible assets	9	117,828	36,716
Tangible assets	10	11,053	8,906
Investments	11	1	1
Total fixed assets		128,882	45,623
Current assets			
Stock		5,624	9,403
Debtors	12	265,183	144,765
Cash at bank and in hand		1,520,662	1,671,199
Total current assets		1,791,469	1,825,367
Liabilities			
Amounts falling due within one year			
Creditors	13	(433,292)	(187,116)
Net current assets		1,358,177	1,638,251
Total assets less current liabilities		1,487,059	1,683,874
Provisions for liabilities		(644,527)	(793,500)
Total net assets		842,532	890,374
The funds of the Charity:	16		
Unrestricted funds		504,427	250,664
Restricted funds		338,105	639,710
Total Charity funds		842,532	890,374

The financial statements were approved by the Board of Trustees on 9th May 2024 and were signed on its behalf by:

Jon Price, MCPara
President

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

Statement of cash flows Year to 31 December 2023

	Notes	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	(35,683)	109,859
Cash flows from investing activities:			
Purchase of intangible & tangible fixed assets		(114,854)	(20,331)
Increase in cash and cash equivalents in the year		(150,537)	89,528
Cash and cash equivalents at the beginning of the year	B	1,671,199	1,581,671
Cash and cash equivalents at the end of the year	B	1,520,662	1,671,199

Notes to the statement of cash flows for the year to 31 December 2023

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

	2023 £	2022 £
Net expenditure for the reporting period (as per the statement of financial activities)	(47,842)	(149,344)
Adjustments for:		
Decrease in stock	3,779	3,159
Depreciation and amortisation	31,595	45,925
Increase in debtors	(120,418)	(35,922)
Increase in creditors and provisions	97,203	246,041
Net cash (used in) provided by operating activities	(35,683)	109,859

B Analysis of changes in net debt

	2022 £	Cash flows £	2023 £
Cash at bank	1,671,199	(150,537)	1,520,662
Total cash and cash equivalents	1,671,199	(150,537)	1,520,662

Principal accounting policies 31 December 2023

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 2023, 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 2025 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;

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- 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 mainly from charitable activities, small amount from 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
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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.

1 Income

	2023 £	2022 £
Other trading activities		
Advertising income	10,204	12,406
Sale of merchandise	30,276	11,295
	40,480	23,701
Charitable activities		
Subscriptions	5,711	4,300
Membership income	2,420,822	1,940,120
Course endorsement	1,491	15,000
Sponsorship		5,000
Conference and course income	64,104	39,411
Paramedic Practitioner exam	74,850	—
Research	7,040	1,529
Other	19,892	33,473
Output VAT recovered from HEE projects	102,536	—
<i>Grants:</i>		
Health Education England	8,300	262,510
LAS	100,000	
CHSA	—	50,000
	2,804,746	2,351,343

Included in the above is £8,300 restricted income from the Health Education England (2022 - £262,510).
and LAS £100,000 (2022 - £nil)

2 Expenditure on charitable activities

Activity	Cost	2023 £	2022 £
Direct costs			
Funded projects-grant – Staff costs		51,827	33,425
Funded projects-grant - Other direct costs		171,089	108,119
John Hinds Scholarship		453	1,134
Paramedic Practitioner Exam		38,062	—
Membership	Member insurance	229,529	208,467
Membership	FTP Representation	146,579	567,753
Membership	Newsletter costs	64,954	74,907
Membership	Bank and card charges	80,169	81,027
Membership	Other direct costs	157,348	159,710
Grants	Research grants given	3,750	2,500
Conferences, travel and courses	Event and conference costs	224,358	198,611
Course endorsements	Approval visitors expenses	1,033	4,076
eLearning project-Staff costs		—	11,670
eLearning project-Other direct costs		92,580	11,539
Staff and other costs		1,147,023	852,444
VAT historical liability		161,860	—
Irrecoverable VAT from partial exemption		102,983	—
Support costs (see note 3)		219,471	209,006
		2,893,068	2,524,388

Research grants

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

3 Support costs

	2023 £	2022 £
Management	173,626	141,631
Governance costs	14,250	21,450
Depreciation and amortisation	31,595	45,925
	219,471	209,006

4 Net income (expenditure)

Net income (expenditure) is stated after charging

Depreciation and amortisation – owned assets	31,595	45,925
Auditor's remuneration:		
.Current year statutory audit	13,000	12,500
.Prior year statutory audit	(2,000)	4,470
.Other services	3,250	1,980
Operating lease rentals – property	29,096	24,069
Operating lease rentals – other	1,970	2,553

5 Trustees' remuneration and benefits

No remuneration was paid to the trustees during the year (2022 - £nil).

Trustees' Expenses

Trustees' expenses to the value of £8,558 were paid to 12 trustees (2022 - £8,216 to 7 trustees) by the Charity in relation to travel and subsistence expenses

6 Staff costs

	2023 £	2022 £
Wages and salaries	1,053,208	740,336
Social security costs	107,508	75,299
Employer contributions to defined contribution pension	26,139	18,889
	1,186,855	834,524

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

	2023 No.	2022 No.
Management and administration	30	24
Project staff	3	2
	33	26

6 Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) fell within the following bands was:

	2023 No.	2022 No.
£60,001 – £70,000	1	—
£80,001 – £90,000	1	—
£90,001 – £100,000	1	1

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 £201,959 (2022 - £156,157).

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 2022

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

9 Intangible fixed assets

	£
Cost	
At 1 January 2023	132,562
Additions	106,381
At 31 December 2023	238,943
Amortisation	
At 1 January 2023	95,845
Charge for year	25,270
At 31 December 2023	121,115
Net book value	
At 31 December 2023	117,828
At 31 December 2022	36,716

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

The App is currently an asset under development and represents a value of £97,608.

10 Tangible fixed assets

	Plant and equipment £
Cost	
At 1 January 2023	53,295
Additions	8,473
At 31 December 2023	61,768
Depreciation	
At 1 January 2023	44,389
Charge for year	6,326
At 31 December 2023	50,715
Net book value	
At 31 December 2023	11,053
At 31 December 2022	8,906

11 Fixed asset investment

	Shares in group under-takings £
At 1 January and 31 December	1

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

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

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

	2023 £	2022 £
Aggregate capital and reserves	1	1

College of Paramedics Learning and Education Limited was dormant during the current and prior year.

12 Debtors: amounts falling due within one year

	2023 £	2022 £
Trade debtors	29,481	6,391
Prepayments	232,343	133,856
Other debtors	3,360	4,518
	265,184	144,765

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	32,936	13,506
Accruals and deferred income	233,339	161,991
Pension contributions	5,059	1,092
Other creditors	32,105	10,527
VAT	9,829	—
VAT historical liability	120,024	—
	433,292	187,116

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

	2023 £
Deferred income brought forward at 1 January	131,069
Additional income deferred during the year	134,258
Brought forward funds released in the year	(135,727)
Deferred income carried forward at 31 December	129,600

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 2023, in excess of amounts already invoiced. These estimated costs are likely to crystallise over the next 18 months to 2 years.

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.

	2023 £
Amount as at 1 January	793,500
Decrease in provision	(148,973)
Amount as at 31 December	644,527

16 Movement in funds

	At 1 January 2023 £	Income £	Expenditure £	Transfers between funds	At 31 December 2023 £
Unrestricted funds					
General fund	250,664	2,736,926	(2,577,119)	93,956	504,427
Restricted funds					
London Ambulance Service	—	100,000	(2,556)	—	97,444
Health education	255,189	—	(92,580)	(83,706)	78,903
John Hinds Scholarship	(98)	—	—	—	(98)
HEE/CHSAGrant	384,619	8,300	(220,813)	(10,250)	161,856
Restricted funds total	639,710	108,300	(315,949)	(93,956)	338,105
Total funds	890,374	2,845,226	(2,893,068)	—	842,532

16 Movement in funds (continued)

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

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 previous years and a grant from London Ambulance Service this year of £100k. 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 £	2023 Total £
Unrestricted funds	128,882	1,453,364	(433,292)	(644,527)	504,427
Restricted funds	—	338,105	—	—	338,105
	128,882	1,791,469	(433,292)	(644,527)	842,532

	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

18 Operating lease commitments

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

	2023 £	2022 £
Land and buildings		
Expiring:		
Within one year	27,418	27,418
Between 1-2 years	27,417	27,418
Between 2-3 years	—	27,417
Total commitments	54,835	82,253

	2023 £	2022 £
Other		
Expiring:		
Within one year	1,522	1,522
Between 1-2 years	—	1,522
Between 2-5 years	—	—
Total commitments	1,522	3,044

19 Related party transactions

At the year-end, College of Paramedics Learning and Education Limited owed £1,598 (2022 - £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.



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