

BIRMINGHAM EDUCATION PARTNERSHIP

# Trustees' Report and Financial Statements

For the year ended 31st March 2025

2024-2025



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# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## REFERENCE AND ADMINISTRATIVE DETAILS

### ***Trustees***

Baroness Estelle Morris

Mr Andrew Hodge

Mr James Howse – resigned 22.11.2024

Ms Vanessa Hanson – resigned 26.01.2025

Ms Razia Ali

Ms Bethan Gingell

Mr Mangal Singh

Mr Peter Weir

Ms Kate Tague – appointed 12.06.2025

Mr Grant McKelvie – appointed 12.06.2025

Mr Matt Potts – appointed 12.06.2025

### ***Company registered number***

08945454

### ***Charity registered number***

1165709

### ***Registered Office***

120 Vyse Street, Birmingham, B18 6NF

### ***Chief Executive Officer***

Ms Juliet Silverton

### ***Independent Auditor***

MHA Chartered Accountants Statutory Auditor

Building 4, Foundation Park, Roxborough Way,

Maidenhead SL6 3UD

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

The Trustees present their Annual Report together with the audited financial statements of the Charity for the year 1 April 2024 to 31 March 2025. The Trustees confirm that the Annual Report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Since the charity qualifies as a small company under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

## OBJECTIVES AND ACTIVITIES

### Purpose and Aims

Birmingham Education Partnership Ltd (BEP) is a company limited by guarantee and registered with the Charity Commission

The charity's purposes as set out in the company's Articles of Association are to:

1. Advance the education of children and young people for the public benefit. In particular, but not exclusively by:
  - Providing high quality school improvement, inclusion and mental health services; and
  - Forming and supporting schools' partnerships and networks to promote high quality teaching and learning.
2. For the public benefit, to further such exclusively charitable purposes according to the laws of England and Wales as the trustees determine.
3. In the furtherance of the Objects the Company shall at all times actively promote and take into consideration the principles of equality of opportunity. This includes embedding the principles of equality, diversity and inclusion across the organisation and to help deliver the Company's work.

Our priorities in achieving our aims are to:

- To make a significant and positive contribution to driving change that enables children and young people to flourish.
- To be a trusted company of choice for schools and academies in Birmingham with a significant national presence.
- To deliver expertise to empower leaders to drive change.

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## Ensuring our work delivers our aim:

We review our aims, objectives, and activities regularly against our action plan and business plan.

This report looks at the activities and outcomes of the past 12 months and how this has impacted on schools, and the children and young people they serve.

The past year has been another significant one for BEP as we diversify our customer and funding base, while still delivering our charitable aims via our Profit for Purpose model.

## Key events:

1. Birmingham City Council (BCC) is now delivering all statutory school improvement obligations which has led to a large reduction in BEP's funding through a variance to the School Improvement Contract, which is currently set to terminate in August 2026.
2. The Birmingham Careers Hub, previously hosted by BEP, with funding from the Careers and Enterprise Council (CEC) and the Greater Birmingham and Solihull Local Enterprise Partnership (GBSLEP) has moved to the West Midlands Combined Authority (WMCA)
3. Birmingham Arts School, which has been hosted and funded by BEP for the last academic year, will cease in July 2025.

BEP has now been through the first year of its new delivery model following the beginning of the cessation of the level of majority funding received from BCC. The last year has seen an embedding of our membership model and a greater focus on costing products accurately as well as monitoring and evaluating their quality, popularity and profitability. With the onset of our new commercial model, roles and responsibilities have been enhanced to include more commercial and client focused skill sets, and accountability lies with the senior leadership team as a combined entity.

Part of the commercial plan for the last year has been to focus on extending reach. Through knowing more about the products, services and events, BEP has targeted repeat business and markets beyond Birmingham. At the time of the publication of the 2025 – 2026 offer, BEP have engagement with 85% of Birmingham schools and served schools from 15 counties across the UK.

In common with other parts of the country, BEP, as a local area partnership, aims to bring the education community together and has the firm foundations of being a part of the national area partnership association (AEPA). After 12 years of growth BEP continues to seek to support all schools with the ambition to connect all that is best in education in Birmingham in support of positively contributing to the wider educational landscape.



# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

As we continue to evolve in order to maintain commercial sustainability, BEP recognises that partnership networking is beneficial reputationally and commercially but needs time limits applied to it. BEP still retain a presence at Primary Consortia and Secondary Networks now in the guise of Education Partners on an invitational basis. The senior leadership team also ensure that any significant meetings that pertain to the growth of our business are attended.

We are proud of our achievements since our creation in 2013 by headteachers and BEP have a proven track record in impact and sustainability, evidenced by Birmingham schools' improvement in provision of good or outstanding schools from 77% in 2015 to almost 90% as of March 2024 (the first time Birmingham reached the national average).

- The 6% gap between Birmingham schools and the national average attainment has all but disappeared.
- 100% of the 1543 staff that we have trained last year would recommend us.

As BEP lead School improvement at this time, it was a large contributory factor to this success.

These accounts are aligned to BEP's service areas:

- School Improvement, which relates to work on curriculum, leadership and pedagogy from Early Years to Secondary phases, via reviews, focussed visits, training and events. It includes delivery of the School Improvement Contract for Birmingham City Council (BCC).
- Mental Health provides support to all members of the school family (pupils, staff, headteachers & governors) and is partly funded by the NHS & Department for Education.
- The Inclusion team deliver programmes, events and in school training aimed at improving the strategic leadership of SEND in all schools, as well as a specific focus on attendance.
- Local Authority Support is where we are working closely with BCC to provide capacity in specialised areas at a strategic and school support level.

All service areas have a traded offer providing both consultancy (via reviews or longer-term support), training, events, conferences and bespoke in school support.

BEP continues to place a high level of importance on partnership working and connectivity, spending time building relationships with schools and MATs across the city and with the educational community (research schools, teaching hubs, universities) and wider partners (business, other charities, local area partnership, social care etc). This extensive networking enables us to have a 'view' across all areas of the wider system, a presence, an opportunity to signpost, and an opportunity to find niches where BEP can fit. Some of this partnership work grows out of the specific projects and work streams described above.

Through our profit for purpose commitment, we continue to act as advocates for the "system" and for individual schools, but we are proud of all those opportunities taken to fulfil our charitable aims more widely.

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## FUNDRAISING STATEMENT

The charity does not engage in fundraising either directly or indirectly with individuals and therefore does not seek to adhere to a voluntary code of fundraising. It is not considered necessary to implement protocols around fundraising practices and no complaints were received in this respect.

## PUBLIC BENEFIT

The trustees have had regard to the Charity Commission's guidance on public benefit in exercising their powers and duties.

BEP's model now incorporates a Profit for Purpose element. This enables us to choose to support individual schools, to advocate for school and the system through partnership, and to provide opportunities for schools to network and support each other through the 'Connect and collaborate' forums.

## MEMBERSHIP

BEP offers a range of membership options to the schools in Birmingham, at three different levels of support and pricing. In 2024 – 2025 purchased membership increased slightly, to 230.

BEP also offer bespoke membership options to MATs and groups of schools and to schools outside of Birmingham.

## LEARNING TO SHAPE BIRMINGHAM CONFERENCE

The annual conference took place in mid-November of 2024 and was attended by around 170 leaders. There was a good variety of speakers, which gave a breadth of input and also meant that there was something for everyone to be inspired by. The feedback was positive and the highlight for most people was the opportunity to network and be held together as a community of leaders. More focused feedback was gathered, around venue, timings, individual speakers, organisation of the day etc, and is taken into account for the planning of the conference for 2025. The conference is a standout event in the academic year for many of our leaders, but also for many of our staff and that impact is also important.

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## FINANCIAL REVIEW

BEP is funded via a mixture of contracts, membership subscriptions, and traded activity.

The largest single source of income has been via a contract with BCC for the provision of School Improvement Services. BEP was awarded a new seven-year contract starting on 1 September 2021 (5 years, with a break clause and an option to extend for a further two years). During the year to 31<sup>st</sup> March 2024, BCC announced their intention to vary this contract from October 2024 with the effect of reducing its value to BEP by around 80%. Some small additional funding has been agreed during the year, but this has all been short term and at a much-reduced level to the original contracted funding.

BEP continues to increase the proportion of income from traded services. In 2024/25 income from consultancy, events, membership & longer-term placements of senior school staff accounted for 35% of total income.

## INVESTMENT POLICY

BEP adopts an ethical investment policy to ensure that its investments do not conflict with its aims.

## RESERVES POLICY

It is the practice of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

- Unrestricted expenditure for the financial year totalled £ 2,389,126 (2024: £2,592,886).
- Unrestricted reserves at the end of the financial year stood at £1,321,149 (2024:£1,711,656) the equivalent of 7 months of expenditure; slightly lower than 2024 (8 months).

The level of reserves held at year end is still higher than designated by the reserves policy, but with a reduction in key funding, this is considered prudent. The business plan outlines the accelerated move to a more commercial model, and the trustees recognise there is more uncertainty in forecasting income. Investment in the digital infrastructure will continue; 2025 saw work on a new project Management tool, with scoping for a website which will be in place in 2026. The budget for 2026 is to draw on the reserves again, while targeting costs towards restructuring BEP to be in the best position for its future.

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



# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## FUTURE PLANS

- As part of a digitalisation program, a new website is being constructed to support the commercial offer as well as BEP's overall reputation in the city. It is crucial to present the BEP offer with relevance to academies and trusts as the landscape of Birmingham continues to change, as well as reaching beyond the city.
- Following the contract variance from BCC, BEP has been and will continue to work towards strengthening the commercial offer at pace, to raise equivalent traded income previously provided via BCC funding, following the direction set out in our Strategic Business Plan.
- Opportunities for trading outside of Birmingham are in scope both nationally and internationally, in addition to plans to offer services to the corporate world, starting with Mental Health. An aspect of the reach beyond Birmingham will be the development of working with other regional partnership organisations.
- Opportunities for new funding streams and sponsorship are also in scope and this aspect is supported by an external company (NGA) who help source funding and support bid writing.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document – Memorandum & Articles of Association

The charity is a company limited by guarantee, having no share capital.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Baroness Estelle Morris

Mr Andrew Hodge

Mr James Howse – resigned 22.11.2024

Ms Vanessa Hanson – resigned 26.01.2025

Ms Razia Ali

Ms Bethan Gingell

Mr Mangal Singh

Mr Peter Weir

Ms Kate Tague – appointed 12.06.2025

Mr Grant McKelvie – appointed 12.06.2025

Mr Matt Potts – appointed 12.06.2025

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

The Articles of Association provide that the participating schools have the right to appoint two directors. Company members can appoint up to six directors and the System and Leadership Innovation Committee (SLIC), now BEP HT Advisory Board, can appoint up to two directors.

## **Recruitment and Appointment of Board Trustees**

The board constitutes and maintains a Nominations Committee which will identify suitable candidates for appointment as directors and make recommendations to the Board in accordance with such terms of reference and policies as the Board may decide from time to time, having regard to the need to maintain an adequate variety of skills and experience on the Board.

All appointments consider equal opportunities and strive to increase diversity and inclusion across the organisation, including the Board of trustees.

## **Trustee Induction Training**

Trustees receive an induction to the organisation and their role, including the Charity Commission document "The Essential Trustee". All trustees receive safeguarding training.

## **Trustee Meetings**

The Trustees meet at least six times a year at which they consider the delivery of school improvement services, strategic activities undertaken to further the objectives of the charity, finances, risks, and all matter relating to the efficient management of the charity.

## **Sub Committees of the Board of Trustees**

- Finance and audit committee meet between Board meetings to consider finance in detail and to recommend actions to the Board.
- Nominations committee consider applications from potential Trustees and makes recommendations to the Board; and
- Remunerations committee consider and set the pay of senior staff, using scales within schools and the wider education system as a reference point. Senior staff appointments, and the affordability of those, are considered by Board and Board decisions are minuted. Pay grades are established for all other posts and staff are appointed within the agreed pay bands. All job descriptions and pay levels are benchmarked against national averages excluding London through an external HR provider.

The Chair of the Board meets regularly with the Chief Executive, and periodically with other staff, whilst other Trustees have regular engagement with both members of the charity, and those in receipt of services from it. These activities, as well as periodic audits of financial policies, procedures and compliance, ensure that Trustees have a good working knowledge of the activities completed by the charity. They periodically commission additional audits to provide additional assurance to the Board.

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## **BEP HT Advisory Board (BAB)**

The Board is supported in evaluating its effectiveness and its planning of strategic and operational priorities by this reference group, consisting of Headteachers from all areas of the city, across phases, selective, special, MATs and mainstream. Two members of the Board are drawn from BAB (previously System and Leadership Innovation Committee - SLIC).

## **Delivery**

The day-to-day activities of the charity are carried out by a small team based at its office, with strategic and operational leadership provided to that team by a Chief Executive Officer. The BEP offer is delivered by a staff team and supplemented by the additional capacity and expertise provided by associate consultants who are expert specialists in the field of school improvement, inclusion and mental health.

## **Risk Management**

The Trustees have assessed the major risks to which the charity is exposed and are satisfied systems are in place to mitigate exposure to those risks.

The most significant risk facing the organisation is uncertainty regarding income, and particularly the variation of BEP's largest contract. To mitigate this, BEP has:

- maintained a reserve that will enable operations to continue for between three and six months if new funding is not secured;
- created a business plan that targets both increased revenue and cost savings, including a re-structure of staffing; and
- focused on the commercial sustainability of the business through careful monitoring, now moving into the second year.

## **Auditors**

In accordance with the company's articles, a resolution proposing that MHA be re-appointed as auditor of the company will be put at a Board Meeting.

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## Trustees' Responsibilities' Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity 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 the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

# TRUSTEES' REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## Disclosure of Information to Auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

A resolution to reappoint MHA as independent auditor will be proposed at the next meeting of the Board. The auditor, MHA, previously traded through the legal entity MacIntyre Hudson LLP. In response to regulatory changes, MacIntyre Hudson LLP ceased to hold an audit registration with the engagement transitioning to MHA Audit Services LLP.

**This report was approved by the Trustees, signed on their behalf by:**



**Baroness Estelle Morris**

**Trustee**

**Date 9<sup>th</sup> October 2025**

# INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BIRMINGHAM EDUCATION PARTNERSHIP LIMITED

### Opinion

We have audited the financial statements of Birmingham Education Partnership Limited (the 'charitable company') for the year ended 31 March 2025 which comprise Statement of Financial Activities, Balance Sheet, Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and Charities Act 2011.

### Basis of 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 of 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.



# INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## Other information

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

We have nothing to report in this regard.

## Matters on which we are required to report by exception

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

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

## Responsibilities of Trustees

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

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

# INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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:

- Obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that have a direct effect on the financial statements;
- Enquiring of management and Trustees around known or suspected instances of non-compliance of laws and regulations and fraud;
- Discussing among the engagement team regarding how and where fraud might occur in the financial statements and any potential indications of fraud;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- Performing audit work in relation to the risk of management override, including testing of journal entries and other adjustments for appropriateness and reviewing accounting estimates for bias.

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

# INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members 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.

MHA

**MHA**

**Chartered Accountants and Statutory Auditors**

**Maidenhead, United Kingdom**

Date: 14 October 2025

**MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)**

**MHA is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006**

# STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted Funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
<b>Donations and legacies</b>	<b>3</b>	5,717	6,466	12,183	-
<b>Charitable activities</b>	<b>4</b>	2,066,422	234,488	2,300,910	2,994,725
<b>Investments</b>	<b>6</b>	22,459	-	22,459	26,570
<b>Total income</b>		<u>2,094,598</u>	<u>240,954</u>	<u>2,335,552</u>	<u>3,021,295</u>
<b>Expenditure on:</b>					
<b>Charitable activities</b>	<b>7</b>	<u>2,389,126</u>	<u>326,479</u>	<u>2,715,605</u>	<u>3,508,594</u>
<b>Total Expenditure</b>		<u>2,389,126</u>	<u>326,479</u>	<u>2,715,605</u>	<u>3,508,594</u>
<b>Net (expenditure)/income</b>		<u>(294,528)</u>	<u>(85,525)</u>	<u>(380,053)</u>	<u>(487,299)</u>
<b>Transfers between funds</b>	<b>14</b>	<u>(95,979)</u>	<u>95,979</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<u>(390,507)</u>	<u>10,454</u>	<u>(380,053)</u>	<u>(487,299)</u>
<b>Reconciliation of funds:</b>					
<b>Total funds brought forward</b>	<b>14</b>	1,711,656	34,557	1,746,213	2,233,512
<b>Net movement in funds</b>	<b>14</b>	<u>(390,507)</u>	<u>10,454</u>	<u>(380,053)</u>	<u>(487,299)</u>
<b>Total funds carried forward</b>		<u>1,321,149</u>	<u>45,011</u>	<u>1,366,160</u>	<u>1,746,213</u>

The notes on pages 21 to 44 form part of these financial statements

# BALANCE SHEET

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
<b>Tangible assets</b>	<b>11</b>	3,056	3,595
		<u>3,056</u>	<u>3,595</u>
Current assets			
<b>Debtors</b>	<b>12</b>	172,265	916,936
<b>Cash at bank and in hand</b>	<b>17</b>	1,772,895	1,723,538
		<u>1,945,160</u>	<u>2,640,474</u>
<b>Creditors: amounts falling due within one year</b>	<b>13</b>	(582,056)	(897,856)
Net current assets		<u>1,363,104</u>	<u>1,742,618</u>
Total assets less current liabilities		<u>1,366,160</u>	<u>1,746,213</u>
Charity funds			
<b>Restricted funds</b>	<b>14</b>	45,011	34,557
<b>Unrestricted funds</b>	<b>14</b>	1,321,149	1,711,656
Total funds		<u>1,366,160</u>	<u>1,746,213</u>

The notes on pages 21 to 44 form part of these financial statements

# BALANCE SHEET

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

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

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

However, an audit is required in accordance with section 144 of the Charities Act 2011.

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

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

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



**Baroness Estelle Morris**

**Trustee**

**Date: 9<sup>th</sup> October 2025**

**The notes on pages 21 to 44 form part of these financial statements.**



# STATEMENT OF CASH FLOW

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

		2025	2024
		£	£
<b>Cash flows from operating activities</b>			
Net cash (used in) / provided by operating activities	16	26,898	(763,777)
		<hr/>	<hr/>
<b>Cash flows from investing activities</b>			
Interest received		22,459	26,570
Purchase of tangible fixed assets		-	-
		<hr/>	<hr/>
<b>Net cash provided by investing activities</b>		22,459	26,570
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		49,357	(737,207)
Cash and cash equivalents at the beginning of the year		1,723,538	2,460,745
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>		1,772,895	1,723,538
		<hr/>	<hr/>

The notes on pages 21 to 44 form part of these financial statements

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 1. GENERAL INFORMATION

Birmingham Education Partnership Limited is a private company, limited by guarantee, incorporated in England and Wales, and is also registered as a charity in England and Wales. The registered office and principal place of business is Adderley Nursery School, 1 St. Saviours Road, Birmingham B8 1HN.

## 2. ACCOUNTING POLICIES

### ***2.1 Basis of preparation of financial statements***

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

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

The financial statements are prepared in sterling, which is the functional and presentational currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

### ***2.2 Company status***

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

### ***2.3 Going concern***

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

### ***2.4 Income***

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

Trading income from sponsorships is measured at fair value of the consideration received or receivable in the period to which the sponsorship relates.

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 2.ACCOUNTING POLICIES continued

### **2.4 Income (continued)**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet.

Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

### **2.5 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

### **2.6 Interest receivable**

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

### **2.7 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## **2.ACCOUNTING POLICIES continued**

### **2.7 Tangible fixed assets and depreciation (continued)**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight line and reducing balance method.

Depreciation is provided on the following bases:

- Fixtures and fittings - 15% reducing balance/33.33% straight line.
- Computer equipment- 33.33% straight line.

### **2.8 Debtors**

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

### **2.9 Cash at bank and in hand**

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

### **2.10 Liabilities and provisions**

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

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

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

### **2.11 Financial instruments**

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

### **2.12 Operating leases**

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

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## **2.ACCOUNTING POLICIES continued**

### **2.13 Pensions**

The Charity operates a defined contribution pension scheme, and the pension charge represents the amounts payable by the Charity to the fund in respect of the year

### **2.14 Fund accounting**

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

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

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

### **2.15 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### **2.16 Retirement benefits**

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### **2.17 Critical accounting estimates and areas of judgement**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

**2.ACCOUNTING POLICIES continued**

**2.17 Critical accounting estimates and areas of judgement (continued)**

*Critical areas of judgement:*

**Income recognition:** Income is recognised when the charity becomes entitled to the income, when receipt is probable, and when the amount of income can be measured reliably. Where income from grants or other sources span more than one year, determining the amount of income that should be recognised, accrued, or deferred can require the Trustees to make judgements or assumptions.

**Allocation of support costs:** Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources, which is in part reliant upon judgements and assumptions made by the Trustees.

**3. INCOME DONATION AND LEGACIES**

	Unrestricted funds	Restricted funds	Total Funds	Total Funds
	2025	2025	2025	2024
	£	£	£	£
Donations	5,717	6,466	12,183	-



# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 4. Income from charitable activities

	Unrestricted funds	Restricted Funds	Total funds
	2025	2025	2025
	£	£	£
BEP	(9,841)	-	(9,841)
Birmingham Arts School	26,258	13,501	39,759
Careers	-	168,323	168,323
Head Office	6,187	-	6,187
Inclusion	236,323	-	236,323
Local Authority Projects	206,109	-	206,109
Mental Health	208,063	4,164	212,227
School Improvement	1,393,323	48,500	1,441,823
	<u>2,066,422</u>	<u>234,488</u>	<u>2,300,910</u>

	Unrestricted funds	Restricted Funds	Total funds
	2024	2024	2024
	£	£	£
BEP	136,810	-	136,810
Birmingham Arts School	45,396	120,500	165,896
Careers	-	350,505	350,505
Head Office	747	-	747
Inclusion	72,878	-	72,878
Local Authority Projects	284,833	-	284,833
Mental Health	147,185	13,891	161,076
School Improvement	1,821,980	-	1,821,980
	<u>2,509,829</u>	<u>484,896</u>	<u>2,994,725</u>

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 4. Income from charitable activities (continued)

Included within restricted income are grants received from:

	2025	2024
	£	£
Birmingham City Council	48,500	-
The Careers and Enterprise Company	168,323	250,507
The Greater Birmingham and Solihull Local Enterprise Partnership	-	90,733
The National Lottery Community Fund South Asian Young People's Project	-	9,265
Arts Connect	-	76,432
NHS	-	35,067

The Charity has complied with the conditions attached to each government grant sufficiently as to be able to recognise each grant within income in the financial period to which the grant relates.

Included within unrestricted income above are the following government grants received: Birmingham City Council under a service level agreement 2025: £ 1,116,727 (2024: £1,043,593).

## 5. Net Income / (Expenditure)

This is stated after charging:

	2025	2024
	£	£
Depreciation of tangible fixed assets	539	1,129
Operating lease rentals	27,742	22,893

The Auditor's remuneration comprises audit fees of £ 17,100 (2024: £17,163) and fees for other non-audit services of £ 1,262 (2024: £97).

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## Summary by fund type

### 6. Investment Income

	Unrestricted funds	Total Funds	Total Funds
	2025	2025	2024
	£	£	£
Interest receivable	22,459	22,459	26,570

In 2024, interest receivable of £26570 was included within unrestricted funds.

### 7. Analysis of Expenditure on Charitable Activities

	Unrestricted funds	Restricted funds	Total funds
	2025	2025	2025
	£	£	£
BEP	121,820	-	121,820
Birmingham Arts School	49,507	111,303	160,810
Careers	120	182,290	182,410
Head Office	396,883	-	396,883
Inclusion	293,203	-	293,203
Local Authority Projects	187,822	-	187,822
Mental Health	136,389	28,933	165,322
School Improvement	1,203,382	3,953	1,207,335
	<u>2,389,126</u>	<u>326,479</u>	<u>2,715,605</u>

Expenditure on Charitable Activities by fund type is after allocation of Head Office costs to Direct Costs, using a fixed percentage. Whereas the analysis by activity type is before Head Office costs are allocated.

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 7 Analysis of Expenditure on Charitable Activities (continued)

### Summary by fund type ( continued)

	Unrestricted	Restricted	Total
	funds	funds	funds
	2024	2024	2024
	£	£	£
BEP	160,306	-	160,306
Birmingham Arts School	55,763	139,839	195,602
Careers	32,260	699,923	732,183
Head Office	181,454	-	181,454
Inclusion	84,104	-	84,104
Local Authority Projects	242,424	8,225	250,649
Mental Health	162,487	67,721	230,208
School Improvement	1,674,088	-	1,674,088
	2,592,886	915,708	3,508,594



# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 7 Analysis of expenditure by activities

	Activities undertaken directly	Support costs	Total Funds
	2025	2025	2025
	£	£	£
BEP	78,983	25,062	104,045
Birmingham Arts School	134,266	2,233	136,499
Careers	144,730	853	145,583
Head Office	639,930	228,599	868,529
Inclusion	234,859	4,389	239,248
Local Authority Projects	133,740	9	133,749
Mental Health	136,278	401	136,679
School Improvement	949,133	2,140	951,273
	<u>2,451,919</u>	<u>263,686</u>	<u>2,715,605</u>

	Activities undertaken directly	Support costs	Total Funds
	2024	2024	2024
	£	£	£
BEP	141,569	17,593	160,306
Birmingham Arts School	157,041	1,149	195,602
Careers	588,146	7,925	732,183
Head Office	660,252	211,301	181,454
Inclusion	64,244	-	84,104
Local Authority Projects	184,813	77	250,649
Mental Health	184,097	2,517	230,208
School Improvement	1,282,956	4,914	1,674,088
	<u>3,263,118</u>	<u>245,476</u>	<u>3,508,594</u>

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 8 Analysis of expenditure of activities

### Analysis of direct cost



	BEP	Birmingham Arts School	Careers	Head Office	Inclusion	Local Authority Projects	Mental Health	School Improvement	Total funds
	2025	2025	2025	2025	2025	2025	2025	2025	2025
	£	£	£	£	£	£	£	£	£
Staff costs	32,815	67,275	113,455	573,047	189,843	98,166	40,812	616,510	1,731,923
Consultancy costs	8,680	13,480	4,200	63,833	25,956	35,574	42,092	285,297	479,112
Training & Event Costs	37,488	53,511	27,075	3,050	19,060	-	53,374	47,326	240,884
Grant payments	-	-	-	-	-	-	-	-	-
	78,983	134,266	144,730	639,930	234,859	133,740	136,278	949,133	2,451,919

	BEP	Birmingham Arts School	Careers	Head Office	Inclusion	Local Authority Projects	Mental Health	School Improvement	Total funds
	2024	2024	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£	£	£
Staff costs	4,739	70,305	421,221	573,748	36,512	141,964	63,456	773,284	2,085,229
Consultancy costs	66,551	73,007	57,120	80,235	23,962	42,849	114,561	431,571	889,856
Training & Event Costs	70,279	13,729	15,506	6,269	3,770	-	6,080	76,301	191,934
Grant payments	-	-	94,299	-	-	-	-	1,800	96,099
	141,569	157,041	588,146	660,252	64,244	184,813	184,097	1,282,956	3,263,118



# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 8 Analysis of expenditure of activities (Continued) Analysis of Support Costs

	Birmingham Arts BEP 2025 £	School 2025 £	Careers 2025 £	Head Office 2025 £	Inclusion 2025 £	Local Authority Projects 2025 £	Mental Health 2025 £	School Improvement 2025 £	Total funds 2025 £
Depreciation	-	-	-	539	-	-	-	-	539
Staffing and services	-	1,499	374	23,919	1,350	-	396	182	27,720
Rent, rates, and repairs	-	-	-	28,971	-	-	-	-	28,971
Printing and postage	316	13	-	9,035	-	-	-	-	9,364
Telephone and fax	-	-	-	13,347	-	-	-	-	13,347
Computer expenses	22,200	-	-	63,415	-	-	-	-	85,615
Sundry expenses	-	278	-	1,484	-	-	-	-	1,762
Professional fees	2,290	-	-	36,333	750	-	-	-	39,373
Travelling expenses	46	443	479	1,268	539	9	5	1,403	4,192
Marketing	210	-	-	5,662	1,750	-	-	555	8,177
VAT not reclaimable	-	-	-	26,705	-	-	-	-	26,705
Governance costs	-	-	-	17,921	-	-	-	-	17,921
	25,062	2,233	853	228,599	4,389	9	401	2,140	263,686

# NOTES TO THE FINANCIAL STATEMENT

FOR THE YEAR ENDED 31ST MARCH 2025

## 8 Analysis of expenditure of activities (Continued) Analysis of Support Costs (continued)

	BEP	Birmingham Arts School	Careers	Head Office	Inclusion	Local Authority Projects	Mental Health	School Improvement	Total funds
	2024	2024	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£	£	£
Depreciation	-	-	-	1,129	-	-	-	-	1,129
Staffing and services	-	50	4,824	30,927	-	-	1,785	601	38,187
Rent, rates, and repairs	944	-	-	25,765	-	-	-	53	26,762
Printing and postage	-	90	60	7,038	-	-	107	580	7,875
Telephone and fax	-	-	-	11,938	-	69	-	-	12,007
Computer expenses	627	-	500	71,109	-	-	-	-	72,236
Sundry expenses	-	361	321	4,103	-	-	-	79	4,864
Professional fees	-	-	25	12,875	-	-	-	-	12,900
Travelling expenses	314	648	2,195	428	-	8	-	3,246	6,839
Marketing	15,708	-	-	1,666	-	-	625	355	18,354
VAT not reclaimable	-	-	-	25,819	-	-	-	-	25,819
Governance costs	-	-	-	18,504	-	-	-	-	18,504
	17,593	1,149	7,925	211,301	-	77	2,517	4,914	245,476

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	1,420,050	1,702,303
Social security costs	152,604	184,255
Other pension costs	159,279	198,672
	<u>1,731,933</u>	<u>2,085,230</u>

The average number of persons employed by the Charity during the year was as follows:

	2025	2024
	No.	No.
Administrative and support	33	42

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
	No.	No.
In the band £60,001 to £70,000	5	3
In the band £70,001 to £80,000	1	1
In the band £110,001 to £120,000	0	1
In the band £130,001 to £140,000	1	1

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 10. Trustees' remuneration and expenses

Key Management Personnel comprise the Trustees and the Senior Management Team.

Remunerated Key Management Personnel comprises Estelle Morris (Chair), Timothy Boyes (CEO to November 2024), & Juliet Silverton (Deputy CEO to November 2024, CEO from November 2024), Claire Williams (Director of School Improvement), Faye Whittle (Director of Inclusion), Anna Robinson (Mental Health & Wellbeing Director), Sarah Thomas (Finance & Business Operations Manager). Key management personnel compensation for the financial year amounted to £577,303 (2024: £364,232 – Estelle Morris, Tim Boyes & Juliet Silverton)

During the year no retirement benefits were accruing to trustees (2024: none) in relation to a defined contribution pension scheme.

Further related party transactions included in note 21.

During the year ended 31 March 2025, no expenses were reimbursed or paid directly to any Trustees (2024: nil).

### Trustees' remuneration:

During the year ended 31 March 2025 the following trustees were paid via payroll, as authorised by the Articles of Association:

Estelle Morris received remuneration of £24,000 (2024 £24,000) for consultancy services. No employer pension contributions were made by BEP on her behalf.

Trustees' remuneration is only in respect of services they provide under their contracts of employment or consultancy agreements and not for their role as Trustees.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 11. Tangible fixed assets

	Fixtures and Fittings £	Computer Equipment £	Total £
<b>Cost or valuation</b>			
At 1 April 2024	26,034	11,980	38,014
Additions	-	-	-
Disposals	-	(11,980)	(11,980)
At 31 March 2025	<u>26,034</u>	<u>-</u>	<u>26,034</u>
<b>Depreciation</b>			
At 1 April 2024	22,439	11,980	34,419
Charge for the year	539	-	539
Disposals	-	(11,980)	(11,980)
At 31 March 2025	<u>22,978</u>	<u>-</u>	<u>22,978</u>
<b>Net book value</b>			
At 31 March 2025	<u>3,056</u>	<u>-</u>	<u>3,056</u>
<i>At 31 March 2024</i>	<u>3,595</u>	<u>-</u>	<u>3,595</u>

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 12. Debtors

	2025	2024
	£	£
Trade debtors	135,002	731,639
Other debtors	-	-
Prepayments and accrued income	37,263	185,297
	<u>172,265</u>	<u>916,936</u>

## 13. Creditors: Amounts falling due within one year:

	2025	2024
	£	£
Trade creditors	52,541	52,133
Other taxation and social security	117,661	237,558
Other creditors	8,031	36,569
Accruals and deferred income	403,823	571,596
	<u>582,056</u>	<u>897,856</u>

## Deferred Income

	2025	2024
	£	£
Deferred income at 1 April 2024	459,363	238,436
Resources deferred during the year	293,313	459,363
Amounts released from previous periods	(459,363)	(238,436)
Deferred income at 31 March 2025	<u>293,313</u>	<u>459,363</u>

Deferred income relates to traded activity invoiced in advance of service provided.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 14. Statement of funds

### Statement of funds - current year

	Balance at 1st April 2024 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31st March 2025 £
<b>Unrestricted funds</b>					
General Funds	1,711,656	2,094,598	2,389,126	(95,979)	1,321,149
<b>Restricted funds</b>					
BEP	-	6,466	-	(6,466)	-
Birmingham Arts School	51,911	13,501	111,303	45,891	-
Careers	(45,297)	168,323	182,290	59,260	(4)
Head Office	-	-	-	-	-
Inclusion	-	-	-	-	-
Local Authority Projects	(8,225)	-	-	8,225	-
Mental Health School Improvement	36,168	4,164	28,933	(10,931)	468
	-	48,500	3,953	-	44,547
	<u>34,557</u>	<u>240,954</u>	<u>326,479</u>	<u>95,979</u>	<u>45,011</u>

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 14. Statement of funds (Continued)

- **School Improvement** relates to work on curriculum, leadership and pedagogy from Early Years to Secondary phases, via reviews, focussed visits, training and events. It includes delivery of the School Improvement Contract for BCC.
- Within **Careers**, the Birmingham Careers Hub has sat within BEP and was funded by the CEC with match funding by GBSLEP and latterly WMCA. They have also undertaken other projects, including this year working with post 16 pupils with SEND. This service ceased to sit within BEP from September 2024.
- **Birmingham Arts School** (BAS) is a project launched with the aid of Arts Connect and the Esmée Fairbairn Foundation, now also delivering projects funded by BCC & the Commonwealth Games legacy funds. BAS exists to build partnerships between schools and arts organisations and to support teachers embedding arts in their schools, via CDP and training events, teacher networks, conferences and showcases.
- **Mental Health** support to all members of the school family; pupils, staff, headteachers & governors is partly funded by the NHS & DFE.
- The **Inclusion** team deliver programmes, events and in school training aimed at improving the strategic leadership of SEND in all schools, as well as a specific focus on attendance
- In terms of **BEP support to Local Authority** we work closely with BCC to provide capacity in specialised areas at a strategic and school support level.



# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 14. Statement of Funds (continued) prior year

	Balance at 1st April 2023 £	Income £	Expenditure £	Transfers in/(out) £	Balance at 31st March 2024 £
<b>Unrestricted funds</b>					
General Funds	1,516,809	2,536,399	2,592,886	251,334	1,711,656
<b>Restricted funds</b>					
BEP	6,456	-	-	(6,456)	-
Birmingham Arts School	102,475	120,500	139,839	(31,225)	51,911
Careers	412,061	350,505	699,923	(107,940)	(45,297)
Head Office	-	-	-	-	-
Inclusion	-	-	-	-	-
Local Authority Projects	-	-	8,225	-	(8,225)
Mental Health	195,711	13,891	67,721	(105,713)	36,168
School Improvement	-	-	-	-	-
	716,703	484,896	915,708	(251,334)	34,557
<b>Total of funds</b>	2,233,512	3,021,295	3,508,594	-	1,746,213

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 15. Analysis of net assets between funds - current period

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	3,056	-	3,056
Current assets	3,962,796	(2,017,636)	1,945,160
Creditors due within one year	(582,056)	-	(582,056)
<b>Total</b>	<b>3,383,796</b>	<b>(2,017,636)</b>	<b>1,366,160</b>

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	3,595	-	3,595
Current assets	2,605,917	34,557	2,640,474
Creditors due within one year	(897,856)	-	(897,856)
<b>Total</b>	<b>1,711,656</b>	<b>34,557</b>	<b>1,746,213</b>

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

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

	2025 £	2024 £
Net income / (expenditure) for the period (as per Statement of Financial Activities)	(380,053)	(487,299)
<b>Adjustments for:</b>		
Depreciation charges	539	1,129
(Profit) / Loss on sale of Fixed Assets	-	-
Investment income recognised in Statement of Financial Activities	(22,459)	(26,570)
Decrease/ (Increase) in debtors	744,671	(589,493)
(Decrease) / Increase in creditors	(315,800)	338,456
<b>Net cash provided by/ (used in) operating activities</b>	<b>26,898</b>	<b>(763,777)</b>

## 17. Analysis of cash and cash equivalents

	2025 £	2024 £
Current accounts	843,653	817,603
Deposit accounts	929,242	905,935
<b>Total cash and cash equivalents</b>	<b>1,772,895</b>	<b>1,723,538</b>

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 18. Analysis of Net Debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	1,723,538	49,357	1,772,895
	1,723,538	49,357	1,772,895

## 19. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounts to £159,279 (2024: £198,672).

Contributions totalling £10,541 (2024: £36,045) were payable to the fund at the reporting date and are included in creditors.

## 20. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	27,742	25,001
Later than 1 year and not later than 5 years	20,235	35,132
	47,977	60,133

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025

## 21. Related party transactions

Details of payroll and consultancy-related transactions with the Trustees are included within note 10 to the financial statements pertaining to staff costs.

One of the Trustees, Andrew Hodge, is the husband of the Management Accountant for Birmingham Education Partnership. The Management Accountant provided their services through a limited company of which they were a sole director until May 2024 & a limited company that both parties are directors of, from June 2024. The amounts invoiced in the year totalled £44,691 (2024 - £53,642). Amounts owing at the year-end totalled £3,769 (2024 - Nil).

Trustees' remuneration and expenses for the year are disclosed in note 10 to the financial statements. No other related party transactions have been noted.

## 22. Controlling Party

The charity has no controlling party.