

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 July 2025
for
COUNCIL FOR HIGHER EDUCATION IN ART &
DESIGN

Knox Cropper LLP
Chartered Accountants
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

**COUNCIL FOR HIGHER EDUCATION IN ART &
DESIGN**

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for the Year Ended 31 July 2025**

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**Report of the Trustees
for the Year Ended 31 July 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

To advance education for the public benefit by promoting knowledge and understanding of art and design within higher education institutions.

Public benefit

CHEAD Trustees confirm they have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties. CHEAD Trustees have applied consideration with regard to public benefit when undertaking strategic planning.

**Report of the Trustees
for the Year Ended 31 July 2025**

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

CHEAD delivered a full programme of policy work and events in 2024 - 2025 including: Attendance at Labour Party conference, responding to the Curriculum and Assessment Review, responding to the IP and Creator's Rights Bill, contributing to the Royal Anniversary Trust CreaTech Report, giving oral evidence at the APPG Creative Health roundtable on Arts and Mental Health, Contributing to the Creative UK Creative Industries Sector Vision, consulting on the Craft T Level, steering group activity for the Design Council Design Economy Report and Skills for Planet Mission, contributing to the Design Technology Association Blueprint for Design Education, and National Saturday Club Growth Strategy.

In addition to providing regular Policy Briefings to members, CHEAD published a REF Advocacy piece, a Women in Leadership White Paper and a policy piece on Civic and Place. Workshops on policy were delivered at the DASSH Annual Conference, the Craft UK Annual Meeting and the DBA Annual Member's Forum.

The CHEAD Annual Conference in March 2025 in Manchester - The Shift: Harmonising the Arts, AI and technology for sustainable futures - focused on a key challenge for higher education institutions and art and design education. The conference included national and international key speakers included Prof. dr. Vladan Joler, from the University of Novi Sad, Low Kee Hong Creative Director at Factory International. The opportunity for sector leaders to come together at conference to discuss key sector issues, share challenges and opportunities and find support amongst peers continues to be cited as a key value from members who find leading in challenging times often an isolating experience.

Following conference, CHEAD delivered member events to the wider sector community to continue discussions and share practice on the key conference themes. A collaboration with member institution University of the Arts London, included an AI practice sharing day. A new Technical Alliance subgroup, CHEAD X has been set up which focuses on new technologies and aims to explore, promote and support innovation in emerging and existing technologies across Higher Education institutions in the UK.

CHEAD continued to support current and emerging sector leaders through its Technical Alliance Leadership Programme. Feedback from participants was positive with 100% of participants making connections to a peer network they plan to maintain and 100% applied content from the programme in their daily work. CHEAD also delivered a programme of leadership taster sessions as part of the development of a new model for academic leadership with a new Creative Leadership Program to be rolled out in 2025-26. It also delivered an event for Women in Leadership focused on progression within higher education with globally recognised speaker Jenny Garrett.

CHEAD's Innovations in Practice series of member events in 2024-25 spotlighted innovative practice and pedagogy focused on Equity, Diversity and Inclusivity. CHEAD also supports a specialist Equity, Diversity and Inclusivity Alliance to provide members within resources and networking creating opportunities to communicate and share best practice. Additional member events included an employability-focused event for creative educators and careers advisors delivered in collaboration with industry partners to highlight the skills and knowledge required for creative students to thrive in their creative careers.

During 2024-25, CHEAD's Subject Association Alliance met three times with an event which brought Subject Association representatives together at The Margate School to discuss micro and macro ecologies in education - generating important discussion and sharing of practice on the challenges and opportunities for the diversity of higher education art and design provision across the sector in a challenging financial climate.

CHEAD's Research Innovation and Knowledge Exchange Alliance (RIKE) continued to support research leaders through its Strategy Group in 2024-25 with regular meetings and a sub-group was created - the REF (Research Excellence Framework) Forum - to support institutional REF leads in preparation for REF 29. An in-person event took place in February with key speakers including former REF panellists to share knowledge and discuss the REF process. The RIKE Alliance also brought together researchers, educators, practitioners and community stakeholders to advance discussion on how art and design and the higher education sector can help shape, sustain, and animate civic life.

In 2024-25 CHEAD brought together industry representatives including the Design Council and the Artist's Global Network for Environmental Sustainability and educators to advance discussion on sustainability and sustainable practice within the sector as part of CHEAD's sustainability think-tank remit and plans to continue discussions through member events in 2025-26.

CHEAD ran a Creative Graduate Futures event with speakers from BFI, ACID, AGNES and the Freelancer Club with plans to further collaborate with the Freelancer Club in 2025 -2026.

**Report of the Trustees
for the Year Ended 31 July 2025**

FINANCIAL REVIEW

Financial position

During the year, CHEAD received £139,390 (2024: £134,698) of membership subscriptions and £4,130 (2024: £6,067) from leadership development projects.

The conference generated income of £3,500 (2024: £3,900). Sponsorship income received during the year was £900 (2024: £600).

Expenditure for the year in relation to the CHEAD's educational activities was £132,082 (2024: £172,995) resulting in net profit for the year of £15,838 (2024: loss of £26,882).

CHEAD finds itself in a strong position at the end of the 2024/2025 year. Expenditure was lower compared to prior year, mainly due to reduction in staff costs, as prior year included a new temporary role of Director of EDI, which was not filled in this year. Also the role of the Director of Membership remained vacant for a few months, but this saving in cost was compensated by higher recruitment costs associated with the vacant role. There was lower expenditure costs for annual conference, and subscriptions as well. Reserves are still being maintained at a healthy level.

Principal funding sources

Membership subscriptions.

Investment policy and objectives

CHEAD Trustees do not consider it necessary to seek investment advice. Trustees consider that current reserves should remain stable, accessible and risk free.

Reserves policy

CHEAD supports an active and responsive programme of events, seminars, policy briefings and annual conference for members across the UK as well as maintaining three part-time staff members and an accounts assistant on a consultancy basis. The CHEAD Reserves and Investment Policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to six months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

At 31 July 2025, CHEAD had reserves totalling £230,348 (2024: £214,510). CHEAD has taken steps to establish the level of reserve including any risks in respect of expenditure and future income as well as any external risks to income and expenditure. CHEAD also maintains a Reserves and Investment Policy, reviewed every two years. The Charity's reserves and investments policy is to hold six months of planned expenditure as reserves to ensure continued financial security and to provide for contingencies. Currently six months planned expenditure plus 10% for contingencies would be c £98,000 and CHEAD would not want any less than £90,000.

FUTURE PLANS

Trustees envisage the future of the Council for Higher Education in Art and Design to continue to be centred around support and sector advocacy for and on behalf of its members. Due to financial challenges within the sector, Trustees took the decision to maintain membership fees at the 2023-24 level to support member institutions. Trustees have plans to explore investing a portion of its reserves in line with CHEAD's reserves and investments policy while ensuring that it can financially support its key projects. Trustees have been careful to take a responsive and agile response to member needs to ensure it remains valuable and relevant to its membership. Resource allocation decisions are made upfront to further the aims of the strategic plan with some leeway to make additional small investments for projects which respond to members needs and which are supported by a robust proposal.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed to the Board via an annual election at the Annual General Meeting by the CHEAD membership.

Organisational structure

The Charity is comprised of a Board of Trustees and two part-time Directors. CHEAD works closely within a network of art and design focussed organisations including: Design Council, Crafts Council, Creative Industries Federation, All-Party Parliamentary Design and Innovation Group, GuildHE, GLAD and NSEAD.

**Report of the Trustees
for the Year Ended 31 July 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

CHEAD has an adopted policy and procedure for the induction and training of trustees. CHEAD has an adopted handbook for Trustees.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE012173 (England and Wales)

Registered Charity number

1174589

Registered office

C/O Knox Cropper
153-155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

Trustees

Professor A Payne (resigned 21.10.24)
D McGravie
Dr R Adams
R Bateman
Prof P L Springer
L OBoyle
Dr J Butler
Professor J MacDonald (resigned 24.3.25)
Dr T Saxon (resigned 24.6.25)
Professor C Dormor
Dr S Vaughan
K Syng Tan
A Qayum
Professor S McNulty (appointed 24.3.25)
Professor D Allen (appointed 24.3.25)

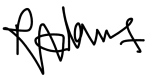
Senior Management Team

Sandra Booth, Director of Policy and External Relations
Joanie Magill, Director of Membership and Operations

Independent Examiner

Knox Cropper LLP
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Hertfordshire
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Approved by order of the board of trustees on 18 February 2026 and signed on its behalf by:



Dr R Adams - Trustee

Independent examiner's report to the trustees of Council for Higher Education in Art & Design ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 July 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Stephen Anderson

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18 February 2026

**COUNCIL FOR HIGHER EDUCATION IN ART &
DESIGN**

**Statement of Financial Activities
for the Year Ended 31 July 2025**

		2025 Unrestricted fund £	2024 Total funds £
	Notes		
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Education		147,920	145,265
Other income		-	848
Total		147,920	146,113
 EXPENDITURE ON			
Charitable activities			
Education		132,082	172,995
 NET INCOME/(EXPENDITURE)		15,838	(26,882)
 RECONCILIATION OF FUNDS			
Total funds brought forward		214,510	241,392
 TOTAL FUNDS CARRIED FORWARD		230,348	214,510

The notes form part of these financial statements

**COUNCIL FOR HIGHER EDUCATION IN ART &
DESIGN (REGISTERED NUMBER: CE012173)**

**Balance Sheet
31 July 2025**

		2025 Unrestricted fund £	2024 Total funds £
CURRENT ASSETS	Notes		
Debtors	5	8,845	14,443
Cash at bank		237,075	210,345
		245,920	224,788
CREDITORS			
Amounts falling due within one year	6	(15,572)	(10,278)
NET CURRENT ASSETS		230,348	214,510
TOTAL ASSETS LESS CURRENT LIABILITIES		230,348	214,510
NET ASSETS		230,348	214,510
FUNDS	7		
Unrestricted funds		230,348	214,510
TOTAL FUNDS		230,348	214,510

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 July 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 July 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 18 February 2026 and were signed on its behalf by:

R Adams - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing the financial statements.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2025 nor for the year ended 31 July 2024.

Trustees' expenses

In June 2025 for CHEAD away day, hotel accommodation was paid for 11 trustees. Also, during the year hotel expenses was paid for 1 trustees.

Notes to the Financial Statements - continued
for the Year Ended 31 July 2025

3. STAFF COSTS

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

	2025	2024
Management	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Charitable activities	
Education	145,265
Other income	848
Total	<u>146,113</u>
EXPENDITURE ON	
Charitable activities	
Education	<u>172,995</u>
NET INCOME/(EXPENDITURE)	(26,882)
RECONCILIATION OF FUNDS	
Total funds brought forward	241,392
TOTAL FUNDS CARRIED FORWARD	<u>214,510</u>

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	4,960	1,547
Other debtors	-	25
Prepayments and accrued income	<u>3,885</u>	<u>12,871</u>
	<u>8,845</u>	<u>14,443</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	-	2,244
Social security and other taxes	869	1,084
Other creditors	633	2,970
Deferred income	4,960	-
Accrued expenses	9,110	3,980
	<u>15,572</u>	<u>10,278</u>

7. MOVEMENT IN FUNDS

	At 1.8.24 £	Net movement in funds £	At 31.7.25 £
Unrestricted funds			
General fund	214,510	15,838	230,348
TOTAL FUNDS	<u>214,510</u>	<u>15,838</u>	<u>230,348</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	147,920	(132,082)	15,838
TOTAL FUNDS	<u>147,920</u>	<u>(132,082)</u>	<u>15,838</u>

Comparatives for movement in funds

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	241,392	(26,882)	214,510
TOTAL FUNDS	<u>241,392</u>	<u>(26,882)</u>	<u>214,510</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	146,113	(172,995)	(26,882)
TOTAL FUNDS	<u>146,113</u>	<u>(172,995)</u>	<u>(26,882)</u>

7. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.23 £	Net movement in funds £	At 31.7.25 £
Unrestricted funds			
General fund	241,392	(11,044)	230,348
TOTAL FUNDS	<u>241,392</u>	<u>(11,044)</u>	<u>230,348</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	294,033	(305,077)	(11,044)
TOTAL FUNDS	<u>294,033</u>	<u>(305,077)</u>	<u>(11,044)</u>

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2025.

9. FORMATION OF CHARITY

The charity was formed on 11 September 2017 and began to operate immediately thereafter when the assets and liabilities of the Council for Higher Education in Art & Design, an unincorporated association, were transferred to this charity.