

THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales · Charity number 1176171

Details

Other names	NASBTT
Status	Registered
Legal form	CIO
Registered	2017-12-07
Register	View on the Charity Commission register

Contact

Address UoN Innovation Centre
Green Street
Northampton
NN1 1SY

Phone 07841434235

Email info@nasbtt.org.uk

Website www.nasbtt.org.uk

Activities

Objects: THE OBJECT OF THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS (NASBTT) IS THE ADVANCEMENT OF EDUCATION OF PUPILS/CHILDREN IN SCHOOLS THROUGH THE RAISING OF STANDARDS AND DEVELOPMENT OF HIGH QUALITY LEARNING AND TEACHING BY: A) PROMOTING PROGRAMMES OF INITIAL TRAINING, EDUCATION AND PROFESSIONAL DEVELOPMENT OF TEACHERS B) REPRESENTING, SUPPORTING AND DEVELOPING SCHOOLS-LED/DRIVEN TEACHER TRAINING C) FACILITATING CO-OPERATION/COMMUNICATION BETWEEN MEMBER INSTITUTIONS D) PROVIDING A FORUM FOR SHARING INFORMATION AND EVIDENCE-BASED RESEARCH E) REPRESENTING THE INTERESTS OF SCHOOLS-LED INITIAL TEACHER TRAINING (ITT) PROVISION IN RELATION TO THE DEVELOPMENT, IMPLEMENTATION AND INFLUENCING OF NATIONAL POLICY TO THE EXTENT THIS IS PERMISSIBLE WITHIN THE LEGAL FRAMEWORK FOR A CHARITY IN ENGLAND AND WALES F) SUPPORTING THOSE WITH RESPONSIBILITY FOR THE OVERALL MANAGEMENT OF SCHOOLS-LED ITT PROVISION, SCHOOLS AND OTHER INSTITUTIONS PRESENT OR FUTURE

Activities: The advancement of education of pupils in schools through the raising of standards and development of high quality learning and teaching by: Promoting programmes of initial training, education

and professional development of teachers; Representing, supporting and developing the interests of schools-led teacher training; Providing a forum for sharing information and evidence-based research.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£719,154	£619,653	£390,557	6
2024-07-31	£645,546	£572,207	£291,055	6
2023-07-31	£555,721	£674,087	£217,716	6
2022-07-31	£619,757	£536,763	£336,082	5
2021-07-31	£489,973	£429,066	-	-

Trustees

Name	Role	Appointed
Anna Richards	Chair	2017-12-07
ANDREW OGDEN		2017-12-07
Alison O'Dornan		2022-03-09
CLAIRE HARNDEN		2017-12-07
Catherine Scutt MBE		2023-10-19
DAVID PARKER		2017-12-07
Damilola Aramide Dauda		2023-10-19
Johanna Anderson		2023-10-19
KIM FRANCIS		2017-12-07
Keith Ford		2023-10-19
Kikelomo Teresa Grace Agunbiade		2023-10-19
PATRICK GARTON		2017-12-07
Sidikat Taiwo		2022-03-09
Stephanie Rodgers		2023-10-19

THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales - Charity number 1176171

Accounts

**The National Association of School-Based Teacher
Trainers**

Unaudited Financial Statements

31 July 2025

The National Association of School-Based Teacher Trainers

Financial Statements

Year ended 31 July 2025

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The National Association of School-Based Teacher Trainers

Trustees' Annual Report

Year ended 31 July 2025

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 July 2025.

Reference and administrative details

Registered charity name The National Association of School-Based Teacher Trainers

Charity registration number 1176171

Principal office University of Northampton Innovation Centre
Green Street
Northampton
NN 1SY

The trustees

K Agunbiade

J Anderson

D Dauda

K Ford

K Francis

P Garton

C Harnden

I Hunter

(Appointed 27 November 2024)

A O'Dornan

A Ogden

D Parker

A Richards

S Rodgers

C Scutt

S Taiwo

Independent examiner Thomas William McManners Bsc ACA ACMI
269 Farnborough Road
Farnborough
Hampshire
GU14 7LY

The National Association of School-Based Teacher Trainers

Trustees' Annual Report *(continued)*

Year ended 31 July 2025

Structure, governance and management

Organisational structure

The National Association of School-Based Teacher Trainers (NASBTT) is a Charitable Incorporated Organisation (CIO). The entity was incorporated on 7 December 2017. It is governed by its memorandum and articles of association which were adopted on 7 December 2017. This replaced an earlier construct of NASBTT which was an unincorporated membership organisation. The assets of this earlier version of NASBTT were transferred to the new construct which was duly registered with the Charity Commission under charity number 1176171. Although the legal form of the organisation has changed the activities remain consistent with the previous entity.

Key Management

The Trustees consider that they, together with the CEO, Head of Operations, Member Relationships Manager and Communications Manager, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

None of the Trustees receive remuneration in connection with their duties as Trustees.

Appointment of Trustees

The NASBTT Trustees ("the appointing body") may appoint further NASBTT Trustees. any appointment must be made at a meeting held accordingly to the ordinary practice of the appointing body and is for a standard term of three years. Any person who retires as a NASBTT by rotation or by giving notice to NASBTT is eligible for re-appointment.

Statement of trustee's responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Risk management

The trustees have examined the major risks which the charity faces and confirm that systems are in

The National Association of School-Based Teacher Trainers

Trustees' Annual Report *(continued)*

Year ended 31 July 2025

place to mitigate its exposure to those risk.

The principal risks identified by the trustees are:

- A failure to generate sufficient subscription income to cover the costs of running the programme of charitable events during the year. This is mitigated by the charity raising funds in advance and closely monitoring income.
- The operating risk from low uptake of new programmes. This is mitigated through close involvement of trustees in the planning of such programmes and the ongoing review of such projects funded through the charity's charitable expenditure.

Objectives and activities

The primary object of the charity, as stated in its governing document, is the advancement of education of pupils/children in schools through the raising of standards and development of high quality learning and teaching by promoting programmes of initial training, education and professional development of teacher. It also aims to achieve the representation, support and development of schools-driven teacher training, facilitating co-operation and communication between member institutions and providing a forum for sharing information and evidence-based research.

NASBTT represents the interest of schools-led initial teacher training (ITT) provision in relation to the development, implementation and influencing of national policy to the extent this is permissible within the legal framework for a charity in England and Wales. It supports those with responsibility for the overall management of schools-led ITT Provision in schools and other institutions.

Public benefit

In setting the charity's objectives and planning its activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

The National Association of School-Based Teacher Trainers

Trustees' Annual Report *(continued)*

Year ended 31 July 2025

Achievements and performance

During 2024-2025, NASBTT continued to play a leading role in shaping the future of Initial Teacher Training (ITT), maintaining close relationships with ministers, officials at the Department for Education, Ofsted, UCET, the Chartered College of Teaching, the Institute for Apprenticeships, and the Teaching School Hubs Council. These partnerships have ensured that the voices of school-based providers remain central to policy discussions and that members' interests are represented at the highest levels.

The education landscape remained highly changeable as a new Labour government began to implement its education priorities. NASBTT worked constructively with the Department for Education to influence implementation plans for mentoring, accreditation, and apprenticeship policy, ensuring that reforms were workable and maintained quality across the ITT sector. We also contributed to consultations on the ITT toolkit, Ofsted reform, and broader teacher workforce strategy, positioning NASBTT as a trusted and influential sector voice.

Following nearly a decade of advocacy, NASBTT welcomed significant progress in the reform of teacher apprenticeships. Working closely with the Trailblazer Group, we helped to secure long-awaited changes that remove barriers to participation for providers and schools. Although work continues in areas such as subcontracting and regulatory alignment, this represents a major milestone in our policy influence and sector leadership.

Our Mentor Development Modules (MDMs) continued to underpin national mentor training, with 121 organisations participating in 2024-25 and over 12,800 mentors registered. While the DfE's decision to relax the 20-hour mentoring requirement reduced demand in some cases, member feedback remained extremely positive, and the resources continue to be viewed as sector-leading in both quality and accessibility.

Engagement with NASBTT's wider portfolio of resources and events remained strong. The Video Resource Bank was used by 55 organisations, and the Subject Development Resources reached 8,499 individuals, including trainees, mentors, and provider staff. Uptake of the Teacher Educator and Mentoring Zone (TEMZ) grew to over 20,000 users, reflecting the reach of NASBTT's professional community.

Member engagement reached 83%, with 149 of 180 members attending at least one NASBTT event during the year. Across the academic year, NASBTT delivered more than 30 days of professional development activity, including Espresso Shot networking events, specialist member workshops, and dedicated forums on areas such as SEND, apprenticeships, and quality assurance. The Annual Conference, attended by 133 delegates online, provided two days of sector-specific professional learning and networking.

In line with the Board's commitment to equality, diversity, and inclusion, NASBTT responded to the NFER's 2025 report on ethnic disparities in access to ITT by committing to establish a cross-sector working group to support meaningful action and improved representation in teacher recruitment and training.

Overall, 2024-2025 was a year of adaptation, advocacy, and consolidation. NASBTT's influence in national policy discussions remains significant, and member engagement and satisfaction continue to reflect the charity's standing as the professional voice of school-based teacher training.

The National Association of School-Based Teacher Trainers

Trustees' Annual Report *(continued)*

Year ended 31 July 2025

Financial review

In the year ended 31 July 2025 the total income of NASBTT had increased by £73,608 to £719,154 (2024: £645,546). This is primarily due to an increase of £69,142 in income from Events and Services.

Expenditure has increased by £47,446 to £619,653 (2024: £572,207). This increase primarily relates to the increase in production and running costs of £53,063. Overall, the surplus for the year amounted to £99,501 (2024: surplus of £73,339). This leaves NASBTT with funds carried forward of £390,556 (2024: £291,055).

Reserves policy

The charity held free reserves of £390,556 at the balance sheet date. The trustees have put in place a formal working capital policy that is in line with the future strategic direction of the charity. The policy states that:

- a minimum of £50,000 must be available as cash which is instantly accessible - met; there is an excess of £50,000 instantly accessible;
- no more than £200,000 (and ideally not more than £85,000) will be held in cash in any single financial institution - during the year balances exceeded £200,000 at some points and therefore the policy was not fully complied with. the Trustees are aware of the financial position of the cash account and are taking steps to ensure the terms of the reserves policy are met in future.
- through the normal course of board meetings and financial reporting, they will satisfy themselves that:
- there is sufficient cash available to meet all immediate spending needs - the trustees are satisfied there is sufficient cash available to meet all immediate spending needs;
- longer term organisational objectives are sufficiently budgeted and resourced, for example, projects, initiatives, changes in strategy or other spending that the charity is planning - the trustees are satisfied future projects have been sufficiently budgeted and resourced.

This policy will also be developed into a specific reserves policy as the charity continues to grow however for the current time - due to typically low levels of other current assets and liabilities - the charity believes it is reasonable to operate a working capital based policy.

The trustees deem that the charity had sufficient funds at 31 July 2025 to enable it to maintain its current level of charitable activities.

Plans for future periods

The trustees expect the work of the charity to continue to develop in the near future and are developing a strategic direction to ensure that the charitable aims of the organisation continue to be delivered.

The outcomes of the Market Review will impact finances and activities in the next two years and the trustees have plans in place to mitigate against any future losses to the charity.

The National Association of School-Based Teacher Trainers

Trustees' Annual Report *(continued)*

Year ended 31 July 2025

The trustees' annual report was approved on 27 November 2025 and signed on behalf of the board of trustees by:



Kike Agunbiade (Dec 1, 2025, 9:57pm)
Trustee

The National Association of School-Based Teacher Trainers

Independent Examiner's Report to the Trustees of The National Association of School-Based Teacher Trainers

Year ended 31 July 2025

I report to the trustees on my examination of the financial statements of The National Association of School-Based Teacher Trainers ('the charity') for the year ended 31 July 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.


Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Thomas William McManners Bsc ACA ACMI
Independent Examiner

269 Farnborough Road
Farnborough
Hampshire
GU14 7LY

The National Association of School-Based Teacher Trainers

Statement of Financial Activities

Year ended 31 July 2025

		2025		2024
	Note	Unrestricted funds £	Total funds £	Total funds £
Income and endowments				
Charitable activities	4	706,971	706,971	637,829
Investment income	5	12,183	12,183	2,400
Other income	6	–	–	5,317
Total income		<u>719,154</u>	<u>719,154</u>	<u>645,546</u>
Expenditure				
Expenditure on raising funds:				
Costs of raising donations and legacies	7	45,723	45,723	51,340
Expenditure on charitable activities	8,9	573,930	573,929	520,867
Total expenditure		<u>619,653</u>	<u>619,652</u>	<u>572,207</u>
Net income and net movement in funds		<u>99,501</u>	<u>99,502</u>	<u>73,339</u>
Reconciliation of funds				
Total funds brought forward		291,055	291,055	217,716
Total funds carried forward		<u>390,556</u>	<u>390,556</u>	<u>291,055</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 11 to 17 form part of these financial statements.

The National Association of School-Based Teacher Trainers

Statement of Financial Position

31 July 2025

	Note	2025 £	2024 £
Current assets			
Stocks	14	6,397	–
Debtors	15	44,556	60,859
Cash at bank and in hand		366,329	285,118
		<u>417,282</u>	<u>345,977</u>
Creditors: amounts falling due within one year	16	<u>26,725</u>	<u>54,922</u>
Net current assets		<u>390,557</u>	<u>291,055</u>
Total assets less current liabilities		<u>390,557</u>	<u>291,055</u>
Net assets		<u>390,557</u>	<u>291,055</u>
Funds of the charity			
Unrestricted funds		<u>390,556</u>	<u>291,055</u>
Total charity funds	17	<u>390,556</u>	<u>291,055</u>

These financial statements were approved by the board of trustees and authorised for issue on 27 November 2025, and are signed on behalf of the board by:



Kike Agunbiade (Dec 1, 2025, 9:57pm)

K Agunbiade
Trustee

The notes on pages 11 to 17 form part of these financial statements.

The National Association of School-Based Teacher Trainers

Statement of Cash Flows

Year ended 31 July 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net income	99,502	73,339
<i>Adjustments for:</i>		
Dividends, interest and rents from investments	(12,183)	(5,043)
Accrued income	(23,580)	–
<i>Changes in:</i>		
Stocks	(6,397)	–
Trade and other debtors	16,303	(43,710)
Trade and other creditors	(4,617)	6,014
Cash generated from operations	69,028	30,600
Interest received	12,183	5,043
Net cash from operating activities	<u>81,211</u>	<u>35,643</u>
Net increase in cash and cash equivalents	81,211	35,643
Cash and cash equivalents at beginning of year	<u>285,118</u>	<u>249,475</u>
Cash and cash equivalents at end of year	<u>366,329</u>	<u>285,118</u>

The notes on pages 11 to 17 form part of these financial statements.

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements

Year ended 31 July 2025

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is University of Northampton Innovation Centre, Green Street, Northampton, NN1 1SY.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. In making this assessment, they have given consideration to the impact of the risk to which the Association is exposed to.

The trustees have discussed the impact of cost inflation and potential future uncertainty with respect to budgeting within this environment. The charity has sufficient levels of cash reserves to meet existing commitments and have forecast that the residual cash reserves combined with the level of income from subscriptions and events will be sufficient to support the membership. Due to the relatively low amount of fixed costs, the charity is able to exercise a significant degree of control over its expenditure. The trustees will continue to keep income and expenditure under review. Whilst there will undoubtedly be challenges ahead, the trustees do not expect material concerns to arise over the charity's financial position.

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The judgements and estimations that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements are as follows:

- the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- estimates in respect to accrued expenditure; and
- estimating future incomes and expenditure flows for the purposes of assessing going concern (see below).

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is recognised when the following three factors are met;

1. entitlement - control over the right to economic benefit has passed to the charity
2. probable - it is more likely than not that the economic benefits associated with the transaction will flow to the charity; and
3. measurement - when the monetary value of the income can be measured reliably.

Income comprises membership fees which are recognised when receivable, and fees for conferences, meetings and workshops recognised on the date of the event to which the income relates.

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

3. Accounting policies *(continued)*

Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probably that a transfer of economic benefit will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs are allocated or apportioned to the applicable expenditure heading. The classification between activities is as follows:

- Expenditure on raising funds includes all expenditure associated with raising funds for the charity, this comprises chargeable staff time.
- Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include production and running costs, travel, administrative and marketing costs

Support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of administrative procedures and accounting, these costs are shown as governance costs.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

4. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Membership fees	222,578	222,578	233,125	233,125
Conferences, meetings and workshops	440,723	440,723	323,752	323,752
Management Support Partner Programme	–	–	4,690	4,690
NASBTT Learn	31,631	31,631	19,262	19,262
Elevate My Maths	–	–	1,900	1,900
ENIC subscriptions	–	–	21,990	21,990
Essential guides	12,039	12,039	4,106	4,106
Video Resource Bank	–	–	29,004	29,004
	<u>706,971</u>	<u>706,971</u>	<u>637,829</u>	<u>637,829</u>

5. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Income from cash investments	<u>12,183</u>	<u>12,183</u>	<u>2,400</u>	<u>2,400</u>

6. Other income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Other income	<u>–</u>	<u>–</u>	<u>5,317</u>	<u>5,317</u>

7. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Staff costs	17,377	17,377	16,833	16,833
Marketing and publicity	23,172	23,172	29,219	29,219
Support costs	5,174	5,174	5,288	5,288
	<u>45,723</u>	<u>45,723</u>	<u>51,340</u>	<u>51,340</u>

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Development & education	309,787	309,787	251,026	251,026
Teacher programmes	80,137	80,137	156,709	156,709
Meetings & conferences	66,343	66,343	12,665	12,665
Support costs	117,663	117,662	100,467	100,467
	<u>573,930</u>	<u>573,929</u>	<u>520,867</u>	<u>520,867</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Development & education	309,787	66,745	376,532	294,215
Teacher programmes	80,137	17,265	97,402	183,671
Meetings & conferences	66,343	14,294	80,637	14,844
Governance costs	–	19,358	19,358	28,137
	<u>456,267</u>	<u>117,662</u>	<u>573,929</u>	<u>520,867</u>

10. Support costs

	Teacher programmes £	Meetings & conferences £	Meeting & conferences £	Total 2025 £	Total 2024 £
Communications and IT	2,987	773	640	4,400	11,002
General office	29,155	7,542	6,244	42,941	30,539
Governance costs	13,143	3,400	2,815	19,358	28,137
Hospitality	–	–	–	–	136
Training and Recruitment	4,662	1,206	998	6,866	1,241
Travel, transport and allowances	20,880	5,401	4,472	30,753	7,657
Consultancy	–	–	–	–	3,281
Sundry	4,573	1,183	979	6,735	16,709
Subscriptions	8,000	2,069	1,713	11,782	7,052
	<u>83,400</u>	<u>21,574</u>	<u>17,861</u>	<u>122,835</u>	<u>105,754</u>

11. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,500</u>	<u>2,020</u>

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	<u>340,988</u>	<u>336,654</u>

The average head count of employees during the year was 6 (2024: 6).

The number of employees whose remuneration for the year fell within the following bands, were:

	2025	2024
	No.	No.
£80,000 to £89,999	–	1
£90,000 to £99,999	<u>1</u>	<u>–</u>
	<u>1</u>	<u>1</u>

Key Management Personnel

Key management personnel are the trustees and the members of the Executive Team. In 2025, there were 4 members of the Executive Team (2024: 4)

13. Trustee remuneration and expenses

No trustee received remuneration for their role as trustee. During the year out of pocket travel and subsistence expenses amounting to £2,825 were reimbursed to 6 trustees (2024: £3,202 was reimbursed to eight trustees).

14. Stocks

	2025	2024
	£	£
Finished goods and goods for resale	<u>6,397</u>	<u>–</u>

15. Debtors

	2025	2024
	£	£
Trade debtors	43,683	55,752
Prepayments and accrued income	<u>873</u>	<u>5,107</u>
	<u>44,556</u>	<u>60,859</u>

The National Association of School-Based Teacher Trainers

Notes to the Financial Statements *(continued)*

Year ended 31 July 2025

16. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	7,982	17,478
Accruals and deferred income	8,188	31,768
Social security and other taxes	10,555	5,676
	<u>26,725</u>	<u>54,922</u>

17. Analysis of charitable funds

Unrestricted funds

	At 1 August 2024	Income £	Expenditure £	At 31 July 2025
General funds	£ 291,055	£ 719,154	£ (619,653)	£ 390,556

	At 1 August 2023	Income £	Expenditure £	At 31 July 2024
General funds	£ 217,716	£ 645,546	£ (572,207)	£ 291,055

18. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2025 £
Current assets	417,282	417,282
Creditors less than 1 year	(26,725)	(26,725)
Net assets	<u>390,557</u>	<u>390,557</u>

	Unrestricted Funds £	Total Funds 2024 £
Current assets	345,977	345,977
Creditors less than 1 year	(54,922)	(54,922)
Net assets	<u>291,055</u>	<u>291,055</u>

19. Analysis of changes in net debt

	At 1 Aug 2024	Cash flows	At 31 Jul 2025
	£	£	£
Cash at bank and in hand	285,118	81,211	366,329



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Parties involved with this document

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THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales - Charity number 1176171

Accounts

**The National Association of
School-Based Teacher
Trainers**

Annual Report and Accounts

31 July 2024

Charity Registration Number
1176171

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Legal and administrative information

Trustees	Mr Kim Francis Mr Patrick Garton Mrs Claire Harnden Mr Ian Charles Hollingsworth (resigned 18/10/2023) Mr David John Maynard (resigned 18/10/2023) Mrs Alison O'Dorman Mr Andrew Ogden Mr David Parker Mrs Anna Richards Mr Stuart Graham Russell (resigned 18/10/2023) Mrs Sidikat Taiwo Mrs Catherine Scutt MBE (joined 19/10/2023) Mrs Kikelomo Teresa Grace Agunbiade (joined 19/10/2023) Mrs Damilola Dauda (joined 19/10/2023) Mrs Johanna Anderson (joined 19/10/2023) Mrs Stephanie Rodgers (joined 19/10/2023) Mr Keith Ford (joined 19/10/2023)
Executive team	Mrs Emma Hollis (CEO) Miss Alison Hobson (Member Relationships Manager) Mrs Jayne Hoskins (Communications Manager) Mr James Coleman (Head of Operations)
Registered office	University of Northampton Innovation Centre Green Street Northampton NN1 1SY
Registered number	1176171
Independent examiner	Hugh Swainson Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Barclays Bank UK 1 Churchill Place London E14 5HP

Legal and administrative information

Trustees' report 31 July 2024

The trustees present their report along with the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2024. The accounts have been prepared in accordance with the accounting policies set out on pages 12 to Error: Reference source not found therein and comply with the charity's trust deed, the Charities Act 2011 and the 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 United Kingdom and Republic of Ireland (FRS 102).

Structure, governance and management

Organisational structure

The National Association of School-Based Teacher Trainers (NASBTT) is a Charitable Incorporated Organisation (CIO). The entity was incorporated on 7 December 2017. It is governed by its memorandum and articles of association which were adopted on 7 December 2017. This replaced an earlier construct of NASBTT which was an unincorporated membership organisation. The assets of this earlier version of NASBTT were transferred to the new construct which was duly registered with the Charity Commission under charity number 1176171. Although the legal form of the organisation has changed the activities remain consistent with the previous entity.

Key management

The Trustees consider that they, together with the CEO, Head of Operations, Member Relationships Manager and Communications Manager, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

None of the Trustees receive remuneration in connection with their duties as trustees.

Appointment of trustees

The NASBTT Trustees ("the appointing body") may appoint further NASBTT Trustees. Any appointment must be made at a meeting held according to the ordinary practice of the appointing body and is for a standard term of three years. Any person who retires as a NASBTT Trustee by rotation or by giving notice to NASBTT is eligible for re-appointment.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;

Statement of trustees' responsibilities (continued)

- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Risk management

The trustees have examined the major risks which the charity faces and confirm that systems are in place to mitigate its exposure to those risks.

The principal risks identified by the trustees are:

- ◆ A failure to generate sufficient subscription income to cover the cost of running the programme of charitable events during the year. This is mitigated by the charity raising funds in advance and closely monitoring income.
- ◆ The operational risk from low uptake of new programmes. This is mitigated through close involvement of trustees in the planning of such programmes and the ongoing review of such projects funded through the charity's charitable expenditure.

Objectives and activities

The primary object of the charity, as stated in its governing document, is the advancement of education of pupils/children in schools through the raising of standards and development of high quality learning and teaching by promoting programmes of initial training, education and professional development of teachers. It also aims to achieve the representation, support and development of schools-driven teacher training, facilitating co-operation and communication between member institutions and providing a forum for sharing information and evidence-based research.

NASBTT represents the interests of schools-led initial teacher training (ITT) provision in relation to the development, implementation and influencing of national policy to the extent this is permissible within the legal framework for a charity in England and Wales. It supports those with responsibility for the overall management of schools-led ITT Provision in schools and other institutions.

Public benefit

In setting the charity's objectives and planning its activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Achievements and performance

The CEO continued to develop relationships with a wide range of stakeholders including education ministers and key personnel at the Department for Education, Ofsted, UCET, the Chartered College of Teaching, the Institute for Apprenticeships and the Teaching School Hubs Council. These relationships support advocacy for and on behalf of our members' interests and directly shape education policy in response to ever changing circumstances.

The context in which the sector is working continues to be challenging in light of government policy leading to significant changes to the sector coming into force from September 2024. NASBTT has worked closely with the Department for Education in an effort to shape the policy to ensure high quality ITT continues to be delivered without risking sufficiency of supply or the quality of education for the children and young people in our schools. We have also continued to support our members to prepare for the new quality requirements through a series of workshops, guidance and support.

In light of the significant changes introduced by the publication of the new quality requirements for September 2024, NASBTT developed a suite of *Mentor Development Modules* following the Board of Trustees' approval of a considerable investment in this project. 57 modules have been developed and are available to ITT organisations as synchronous and asynchronous materials. Uptake of the service has been extensive and members have valued the quality and accessibility of the materials. 125 providers used the modules in 2023-2024, reaching over 3,700 individual mentors.

During 2023-2024, NASBTT continued to deliver an ITT-specific version of the National Professional Qualification in Leading Teacher Development (NPQLTD) with the Teacher Development Trust where learning is contextualised for those working in the ITT sector; the NPQLTD is a recommended qualification for Lead Mentors working within ITT partnerships as per the quality requirements for September 2024. In total, 140 individuals were registered for the NPQ during the academic year.

The suite of videos in NASBTT's Subject Development Resources have also been well received and uptake has been high across the membership. 87 providers registered for the service, reaching 8,101 individual trainees, ECTs, mentors, subject leads and provider staff.

Member engagement continued at excellent levels; 82% of Members engaged with at least one event.

In the 2023-2024 academic year, there were 50 days of events to support the members which were attended by 1,622 delegates in total.

The Annual Conference included two days of professional development for Members; it was attended by 157 delegates and was exceptionally well received.

Trustees' report 31 July 2024

In order to further support curriculum development, NASBTT continued its work with 16 Subject Specialist Associate Consultants who brought a wealth of experience and expertise to the team.

Financial review

In the year ended 31 July 2024 the total income of NASBTT had increased by £89,825 to £645,546 (2023: £555,721). This is primarily due to an increase of £114,092 in income from Events and Services.

Expenditure has decreased by £101,880 to £572,207 (2023: £674,087). This decrease primarily relates to the reduction in production and running costs of £109,361. Overall, the surplus for the year amounted to £73,339 (2023: deficit of £118,366). This leaves the NASBTT with funds carried forward of £291,055 (2023: £217,716).

Reserves policy

The charity held free reserves of £291,055 at the balance sheet date. The trustees have put in place a formal working capital policy that is in line with the future strategic direction of the charity. The policy states that:

- ◆ a minimum of £50,000 must be available as cash which is instantly accessible – *met; there is an excess of £50,000 instantly accessible;*
- ◆ no more than £200,000 (and ideally not more than £85,000) will be held in cash in any single financial institution – *during the year balances exceeded £200,000 at some points and therefore the policy was not fully complied with. the Trustees are aware of the financial position of the cash account and are taking steps to ensure the terms of the reserves policy are met in future.*
- ◆ through the normal course of board meetings and financial reporting, they will satisfy themselves that:

Reserves policy (continued)

- ◆ there is sufficient cash available to meet all immediate spending needs – *the trustees are satisfied there is sufficient cash available to meet all immediate spending needs;*
- ◆ longer term organisational objectives are sufficiently budgeted and resourced, for example, projects, initiatives, changes in strategy or other spending that the charity is planning – *the trustees are satisfied future projects have been sufficiently budgeted and resourced.*

This policy will also be developed into a specific reserves policy as the charity continues to grow however for the current time - due to typically low levels of other current assets and liabilities - the charity believe it is reasonable to operate a working capital based policy. The trustees deem that the charity had sufficient funds at 31 July 2024 to enable it to maintain its current level of charitable activities.

Future plans

Trustees' report 31 July 2024

The trustees expect the work of the charity to continue to develop in the near future and are developing a strategic direction to ensure that the charitable aims of the organisation continue to be delivered.

The outcomes of the Market Review will impact finances and activities in the next two years and the trustees have plans in place to mitigate against any future losses to the charity.

Approved by order of the Trustees

A handwritten signature in black ink, consisting of a large, stylized initial 'J' followed by several horizontal strokes.

Date:

03/12/2024

Independent Examiner's report 31 July 2024

Independent examiner's report to the trustees of National Association of School Based Teacher Trainers

I report to the trustees on my examination of the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2024.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- ◆ accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- ◆ the accounts do not accord with those records; or
- ◆ the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Hugh Swainson, ACA
Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date:

Statement of financial activities Year ended 31 July 2024

	Notes:	2024 Total Funds £	2023 Total Funds £
Income from:			
Charitable activities	1	637,829	544,038
Other income		7,717	11,683
Total income		645,546	555,721
Expenditure on:			
Raising funds	2	51,340	50,698
Charitable activities	3	520,867	623,389
Total expenditure		572,207	674,087
Net income (expenditure) and net movement in funds		73,339	(118,366)
Reconciliation of funds:			
Funds brought forward at 1 August 2023		217,716	336,082
Funds carried forward at 31 July 2024		291,055	217,716

All income and expenditure for the current and prior financial period related to unrestricted funds.

All of the above amounts resulted from the charity's continuing activities during the above two financial periods.

The notes on pages 14 to 17 form part of these accounts.

Balance Sheet 31 July 2024

	Notes	2024 £	2023 £
Current assets:			
Debtors	6	60,859	17,149
Cash at bank and in hand		285,118	249,475
Total current assets		345,977	266,624
Liabilities:			
Creditors: amounts falling due within one year	7	(54,922)	(48,908)
Total net assets		291,055	217,716
The funds of the charity:			
Unrestricted funds			
. General funds	8	291,055	217,716
Total funds		291,055	217,716

The notes on pages 14 to 17 form part of these accounts.

Approved by the trustees and signed on their behalf by:

Trustee

Approved by the trustees on:

Statement of cash flows 31 July 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Net cash used in operating activities	A	<u>33,000</u>	<u>(124,760)</u>
Cash flows from investing activities:			
Investment income		<u>2,643</u>	<u>1,322</u>
Net cash provided by investing activities		<u>2,643</u>	<u>1,322</u>
Change in cash and cash equivalents in the year		35,643	(123,438)
Cash and cash equivalents at 1 August 2023		249,475	372,913
Cash and cash equivalents at 31 July 2024		<u>285,118</u>	<u>249,475</u>

Notes to the statement of cash flows for the year to 31 July 2024.

A Reconciliation of net movement in funds to net cash used in operating activities

	2024 £	2023 £
Net movement in funds (as per the statement of financial activities)	73,339	(118,366)
Adjustments for:		
Investment income	<u>(2,643)</u>	<u>(1,322)</u>
(Increase) decrease in debtors	<u>(43,710)</u>	<u>3,337</u>
Increase (decrease) in creditors	<u>6,014</u>	<u>(8,409)</u>
Net cash provided by (used in) operating activities	<u>33,000</u>	<u>(124,760)</u>

Principal accounting policies 31 July 2024

Basis of preparation

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

Basis of accounting

These accounts have been prepared for the year to 31 July 2024.

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

The accounts have been prepared in accordance with 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) ('Charities SORP FRS 102'), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates. The items in the accounts where judgements and estimates have been made include:

- ◆ the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- ◆ estimates in respect to accrued expenditure; and
- ◆ estimating future income and expenditure flows for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. In making this assessment, they have given consideration to the impact of the risks to which the Association is exposed to.

Principal accounting policies 31 July 2024

Assessment of going concern (continued)

The trustees have discussed the impact of cost inflation and potential future uncertainty with respect to budgeting within this environment. The charity has sufficient levels of cash reserves to meet existing commitments and have forecast that the residual cash reserves combined with the level of income from subscriptions and events will be sufficient to support the membership. Due to the relatively low amount of fixed costs, the charity is able to exercise a significant degree of control over its expenditure. The trustees will continue to keep income and expenditure under review. Whilst there will undoubtedly be challenges ahead, the trustees do not expect material concerns to arise over the charity's financial position.

Income

All income is recognised when the following three factors are met:

1. entitlement – control over the right to the economic benefit has passed to the charity;
2. probable – it is more likely than not that the economic benefits associated with the transaction will flow to the charity; and
3. measurement - when the monetary value of the income can be measured reliably.

Income comprises membership fees which are recognised when receivable, and fees for conferences, meetings and workshops recognised based on the date of the event to which the income relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity, this comprises chargeable staff time.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include production and running costs, travel, administrative and marketing costs.

Support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of administrative procedures and accounting, these costs are shown as governance costs.

Principal accounting policies 31 July 2024

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

Creditors 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 are recognised at the amount the charity anticipates it will pay to settle the debt.

Notes to the accounts 31 July 2024

1 Income from charitable activities

	2024 £	2023 £
Membership fees	233,125	237,459
Conferences, meetings and workshops	323,752	209,660
Management Support Partner Programme	4,690	2,495
NASBTT Learn	19,262	31,666
Elevate My Maths	1,900	2,329
ENIC subscriptions	21,990	19,229
Essential guides	4,106	6,439
Video Resource Bank	29,004	34,913
2024 total funds	637,829	544,038

2 Expenditure on raising funds

	2024 £	2023 £
Staff costs (note 5)	16,833	17,444
Marketing and publicity	29,219	29,563
Support costs (note 4)	5,288	3,691
2024 total funds	51,340	50,698

3 Expenditure on charitable activities

	Development & education £	Teacher programmes £	Meetings & conferences £	2024 £
Staff costs (note 5)	190,969	119,218	9,634	319,822
Production and running costs	59,839	33,291	3,011	96,140
Travel, transport and allowances	—	—	20	20
Admin and marketing	218	4,200	—	4,418
	251,026	156,709	12,665	420,400
Support costs (note 4)	59,990	37,450	3,027	100,467
Total unrestricted funds	311,016	194,159	15,692	520,867

	Development & education £	Teacher programmes £	Meetings & conferences £	2023 £
Staff costs (note 5)	154,044	173,567	3,830	331,441
Production and running costs	101,874	101,063	2,564	205,501
Admin and marketing	1,220	15,099	—	16,319
	257,138	289,729	6,394	553,261
Support costs (note 4)	32,593	36,724	811	70,128
Total unrestricted funds	289,731	326,453	7,205	623,389

Notes to the accounts 31 July 2024

4 Support costs

Support costs are allocated to areas within charitable activities based on direct cost expenditure.

	2024 £	2023 £
Support costs		
. Hospitality	136	175
. IT, website and communications	11,002	10,556
. Office expenses	30,539	27,108
. Training and recruitment	1,241	1,917
. Travel, transport and allowances	7,658	4,623
. Consultancy	3,280	2,348
. Sundry	16,709	7,295
. Subscriptions	7,053	1,045
Governance costs		
. Independent examination	2,020	2,020
. Accountancy and advisory	9,339	6,467
. Legal and professional	8,208	6,161
. Board expenses	8,570	4,104
2024 total funds	105,755	73,819

Support costs have been allocated on a 5% basis to raising funds, as the main source of income is subscription fees. There are no significant fundraising drives during the year, so the majority of the cost relates to administration time.

5 Staff costs

	2024 £	2023 £
Wages and salaries	272,109	281,334
Social security costs	23,562	25,841
Pension contributions	40,984	41,710
	336,655	348,885

The average number of employees during the year was 6 (2023: 7).

The number of employees who earned between the amounts stated below (including taxable benefits but excluding employer pension and national insurance contributions) during the year were:

	2024 £	2023 £
£70,001 - £80,000	0	1
£80,001 - £90,000	1	0

Key management personnel are the trustees and the members of the Executive Team. In 2024, there were 4 members of the Executive Team. (2023: 4).

The total remuneration (including taxable benefits and employer's pension and national insurance contributions) paid to the key management personnel of the charity in the year was £273,685 (2023: £251,594).

Notes to the accounts 31 July 2024

5 Staff costs (continued)

No trustee received remuneration for their role as trustee. During the year out of pocket travel and subsistence expenses amounting to £3,202 were reimbursed to 8 trustees (2023: 1,162 was reimbursed to two trustees).

3 Trustees worked as a NASBTT consultant during the year and received payments of £9,175 (2023: £5,101 to one trustee).

6 Debtors

	2024 £	2023 £
Trade debtors	55,752	17,149
Prepayments	5,107	—
	60,859	17,149

7 Current liabilities

	2024 £	2023 £
Amounts falling due within one year:		
. Accruals and deferred income	17,478	45,695
. Trade creditors	31,768	2,890
. VAT payable	5,676	323
	54,922	48,908

8 Funds

	At 1 August 2023 £	Income £	Expenditure £	At 31 July 2024 £
General Fund	217,716	645,546	(572,207)	291,055
Total unrestricted funds	217,716	645,546	(572,207)	291,055

Notes to the accounts 31 July 2024

9 Related party transactions

Transactions took place with related parties as described in note 5 to the accounts. Full details of the payments made to trustees or their providers for time spent working as NASBTT consultants in each financial year is provided below. No further transactions with related parties took place during the period.

	2024 £	2023 £
Kim Francis	7,895	5,101
Jo Anderson	780	—
Cat Scutt	500	—
	<u>9,175</u>	<u>5,101</u>

THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales - Charity number 1176171

Accounts

**The National Association of
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Annual Report and Accounts

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Legal and administrative information

Trustees	Mr Kim Francis Mr Patrick Garton Mrs Claire Harnden Mr Ian Charles Hollingsworth (resigned 18/10/2023) Mr David John Maynard (resigned 18/10/2023) Mrs Alison O'Dornan Mr Andrew Ogden Mr David Parker Mrs Anna Richards Mr Stuart Graham Russell Mrs Sidikat Taiwo
Executive team	Mrs Emma Hollis (Executive Director) Miss Alison Hobson (Executive Officer) Mrs Jayne Hoskins (Communications Manager) Mr James Coleman (Head of Operations and Training)
Registered office	The Priory Centre 63 Newnham Avenue Bedford MK41 9QJ
Registered number	1176171
Independent examiner	Hugh Swainson Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Barclays Bank UK 1 Churchill Place London E14 5HP

Trustees' report 31 July 2023

The trustees present their report along with the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2023. The accounts have been prepared in accordance with the accounting policies set out on pages 10 to 12 therein and comply with the charity's trust deed, the Charities Act 2011 and the 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 United Kingdom and Republic of Ireland (FRS 102).

Structure, governance and management

Organisational structure

The National Association of School-Based Teacher Trainers (NASBTT) is a Charitable Incorporated Organisation (CIO). The entity was incorporated on 7 December 2017. It is governed by its memorandum and articles of association which were adopted on 7 December 2017. This replaced an earlier construct of NASBTT which was an unincorporated membership organisation. The assets of this earlier version of NASBTT were transferred to the new construct which was duly registered with the Charity Commission under charity number 1176171. Although the legal form of the organisation has changed the activities remain consistent with the previous entity.

Key management

The Trustees consider that they, together with the Executive Director, Head of Operations and Training, Executive Officer and Communications Manager, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

None of the Trustees receive remuneration in connection with their duties as trustees.

Appointment of trustees

The NASBTT Trustees ("the appointing body") may appoint further NASBTT Trustees. Any appointment must be made at a meeting held according to the ordinary practice of the appointing body and is for a standard term of three years. Any person who retires as a NASBTT Trustee by rotation or by giving notice to NASBTT is eligible for re-appointment.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;
- ◆ make judgements and estimates that are reasonable and prudent;

Statement of trustees' responsibilities (continued)

- ◆ state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Risk management

The trustees have examined the major risks which the charity faces and confirm that systems are in place to mitigate its exposure to those risks.

The principal risks identified by the trustees are:

- ◆ A failure to generate sufficient subscription income to cover the cost of running the programme of charitable events during the year. This is mitigated by the charity raising funds in advance and closely monitoring income.
- ◆ The operational risk from low uptake of new programmes. This is mitigated through close involvement of trustees in the planning of such programmes and the ongoing review of such projects funded through the charity's charitable expenditure.

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The primary object of the charity, as stated in its governing document, is the advancement of education of pupils/children in schools through the raising of standards and development of high quality learning and teaching by promoting programmes of initial training, education and professional development of teachers. It also aims to achieve the representation, support and development of schools-driven teacher training, facilitating co-operation and communication between member institutions and providing a forum for sharing information and evidence-based research.

NASBTT represents the interests of schools-led initial teacher training (ITT) provision in relation to the development, implementation and influencing of national policy to the extent this is permissible within the legal framework for a charity in England and Wales. It supports those with responsibility for the overall management of schools-led ITT Provision in schools and other institutions.

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In setting the charity's objectives and planning its activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Achievements and performance

The Executive Director continued to develop relationships with a wide range of stakeholders including education ministers and key personnel at the Department for Education, Ofsted, UCET, the Chartered College of Teaching, the Institute for Apprenticeships and the Teaching School Hubs Council. These relationships support advocacy for and on behalf of our members' interests and directly shape education policy in response to ever changing circumstances.

The context in which the sector is working continues to be challenging in light of government policy leading to significant changes to the sector coming into force from September 2024. NASBTT has worked closely with the Department for Education in an effort to shape the policy to ensure high quality ITT continues to be delivered without risking sufficiency of supply or the quality of education for the children and young people in our schools. We have also continued to support our members to prepare for the new quality requirements through a series of workshops, guidance and support.

In light of the significant changes introduced by the publication of the new quality requirements for September 2024, NASBTT has developed a suite of *Mentor Development Modules* following the Board of Trustees' approval of a considerable investment in this project. 30 modules have been developed and are available to ITT organisations as synchronous and asynchronous materials from September 2023; the full suite of 60 modules will be available for September 2024. In respect of this project, NASBTT is pleased to have been recognised as a *Chartered Status CPD Partner* of The Chartered College of Teaching. 2022-2023 also saw NASBTT's first delivery of the ITT-specific version of the National Professional Qualification in Leading Teacher Development (NPQLTD) with the Teacher Development Trust where learning is contextualised for those working in the ITT sector; the NPQLTD is a recommended qualification for Lead Mentors working within ITT partnerships as per the quality requirements for September 2024. To support providers in developing trainees' subject knowledge, NASBTT invested in developing a suite of video resources for trainees to be available from September 2023: trainees, and their mentors, can access videos on key areas through the lens of the particular subject.

During 2022-2023, NASBTT continued to offer subject knowledge support for trainees through *NASBTT Networks Live*. 96 sessions were offered across all National Curriculum subjects in both the primary and secondary phases, as well as sessions on, for example, behaviour from Paul Dix, formative assessment from Dylan Wiliam, well-being from Sinead McBrearty (Education Support), Special Educational Needs, Phonics, EAL, Diversity and PSHE. Over 5,000 trainees from membership organisations had access to *NASBTT Networks Live* and members reported a demonstrable impact on trainee progress and attainment.

In the 2022-2023 academic year, there were 48 days of events to support the members which were attended by 1,856 delegates in total. Member engagement with at least one event was excellent at 79%. The Annual Conference continued to be held online offering three days of professional development for Members. NASBTT continued to offer professional development for school-based trainers through its *Teacher Educator Programmes* and *Administrator Training Programmes*; these programmes allowed for a return to face-to-face delivery and networking opportunities with members which had not been possible since before the pandemic.

Achievements and performance (continued)

In order to further support curriculum development, NASBTT continued its work with the 26 Subject Specialist Associate Consultants who brought a wealth of experience and expertise to the team with the introduction of the *Teacher Educator Subject Networks*.

The launch of the *Video Resource Bank*, offering a suite of full-length videos of 'live' lessons across a range of subjects and phases to support the professional development of trainees, mentors and subject specialists in ITT and ECT provision, was exceptionally well received. 71 providers registered to take advantage of this new service.

Financial review

In the year ended 31 July 2023 the total income of NASBTT had decreased by £65,368 to £554,389 (2022: £619,757). This is primarily due to an decrease of £51,228 in membership fee income.

Expenditure has increased by £137,324 to £674,087 (2022: £536,763). This increase corresponds to the increase in charitable activities in the year. Overall, the deficit for the year amounted to £118,214 (2022: surplus of £82,994). This leaves the NASBTT with funds carried forward of £217,716 (2022: £336,082).

Reserves policy

The charity held free reserves of £217,716 at the balance sheet date. The trustees have put in place a formal working capital policy that is in line with the future strategic direction of the charity. The policy states that:

- ◆ a minimum of £50,000 must be available as cash which is instantly accessible – *there is an excess of £50,000 instantly accessible;*
- ◆ no more than £200,000 (and ideally not more than £85,000) will be held in cash in any single financial institution – *during the year balances exceeded £200,000 at some points and therefore the policy was not fully complied with. the Trustees are aware of the financial position of the cash account and are taking steps to ensure the terms of the reserves policy are met in future.*
- ◆ through the normal course of board meetings and financial reporting, they will satisfy themselves that:
 - ◇ there is sufficient cash available to meet all immediate spending needs – *the trustees are satisfied there is sufficient cash available to meet all immediate spending needs;*
 - ◇ longer term organisational objectives are sufficiently budgeted and resourced, for example, projects, initiatives, changes in strategy or other spending that the charity is planning – *the trustees are satisfied future projects have been sufficiently budgeted and resourced.*

Trustees' report 31 July 2023

Reserves policy (continued)

This policy will also be developed into a specific reserves policy as the charity continues to grow however for the current time - due to typically low levels of other current assets and liabilities - the charity believe it is reasonable to operate a working capital based policy. The trustees deem that the charity had sufficient funds at 31 July 2023 to enable it to maintain its current level of charitable activities.

Future plans

The trustees expect the work of the charity to continue to develop in the near future and are developing a strategic direction to ensure that the charitable aims of the organisation continue to be delivered.

The outcomes of the Market Review will impact finances and activities in the next two years and the trustees have plans in place to mitigate against any future losses to the charity.

Approved by order of the Trustees



Anna Richards

Date: 4 October 2023

Independent Examiner's report 31 July 2023

Independent examiner's report to the trustees of National Association of School Based Teacher Trainers

I report to the trustees on my examination of the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2023.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- ◆ accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- ◆ the accounts do not accord with those records; or
- ◆ the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Hugh Swainson, ACA
Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 6 October 2023

Statement of financial activities Year ended 31 July 2023

	Notes	2023 Total Funds £	2022 Total Funds £
Income from:			
Charitable activities	1	544,038	614,427
Other income		11,683	5,330
Total income		555,721	619,757
Expenditure on:			
Raising funds	2	50,698	46,334
Charitable activities	3	623,389	490,429
Total expenditure		674,087	536,763
Net (expenditure) income and net movement in funds		(118,366)	82,994
Reconciliation of funds:			
Funds brought forward at 1 August 2022		336,082	253,088
Funds carried forward at 31 July 2023		217,716	336,082

All income and expenditure for the current and prior financial period related to unrestricted funds.

All of the above amounts resulted from the charity's continuing activities during the above two financial periods.

The notes on pages 13 to 16 form part of these accounts.

Balance Sheet 31 July 2023

	Notes	2023 £	2022 £
Current assets:			
Debtors	6	17,149	20,486
Cash at bank and in hand		249,475	372,913
Total current assets		266,624	393,399
Liabilities:			
Creditors: amounts falling due within one year	7	(48,908)	(57,317)
Total net assets		217,716	336,082
The funds of the charity:			
Unrestricted funds			
. General funds	8	217,716	336,082
Total funds		217,716	336,082

The notes on pages 13 to 16 form part of these accounts.

Approved by the trustees and signed on their behalf by:



Anna Richards, Trustee

Approved by the trustees on: 4 October 2023

Principal accounting policies 31 July 2023

Basis of preparation

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

Basis of accounting

These accounts have been prepared for the year to 31 July 2023.

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

The accounts have been prepared in accordance with 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) ('Charities SORP FRS 102'), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates. The items in the accounts where judgements and estimates have been made include:

- ◆ the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- ◆ estimates in respect to accrued expenditure; and
- ◆ estimating future income and expenditure flows for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. In making this assessment, they have given consideration to the impact of the risks to which the Association is exposed to.

The trustees have discussed the impact of cost inflation and potential future uncertainty with respect to budgeting within this environment. The charity has sufficient levels of cash reserves to meet existing commitments and have forecast that the residual cash reserves combined with the level of income from subscriptions and events will be sufficient to support the membership. Due to the relatively low amount of fixed costs, the charity is able to exercise a significant degree of control over its expenditure. The trustees will continue to keep income and expenditure under review. Whilst there will undoubtedly be challenges ahead, the trustees do not expect material concerns to arise over the charity's financial position.

Principal accounting policies 31 July 2023

Income

All income is recognised when the following three factors are met:

1. entitlement – control over the right to the economic benefit has passed to the charity;
2. probable – it is more likely than not that the economic benefits associated with the transaction will flow to the charity; and
3. measurement - when the monetary value of the income can be measured reliably.

Income comprises membership fees which are recognised when receivable, and fees for conferences, meetings and workshops recognised based on the date of the event to which the income relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity, this comprises chargeable staff time.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include production and running costs, travel, administrative and marketing costs.

Support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of administrative procedures and accounting, these costs are shown as governance costs.

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

Creditors 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 are recognised at the amount the charity anticipates it will pay to settle the debt.

Principal accounting policies 31 July 2023

Statement of cash flows

The charity is exempt from the requirement to prepare such a statement under Section 1A of FRS 102 as it is a small reporting entity.

Notes to the accounts 31 July 2023

1 Income from charitable activities

	2023 £	2022 £
Membership fees	237,459	288,687
Conferences, meetings and workshops	209,660	226,269
Management Support Partner Programme	2,495	2,870
NASBTT Learn	31,666	40,449
Elevate My Maths	2,329	2,863
ENIC subscriptions	19,229	21,396
Essential guides	6,439	5,168
Video Resource Bank	34,913	26,725
2023 total funds	544,038	614,427

2 Expenditure on raising funds

	2023 £	2022 £
Staff costs (note 5)	17,444	13,081
Marketing and publicity	29,563	29,246
Support costs (note 4)	3,691	4,007
2023 total funds	50,698	46,334

3 Expenditure on charitable activities

	Development & education £	Teacher programmes £	Meetings & conferences £	2023 £
Staff costs (note 5)	154,044	173,567	3,830	331,441
Production and running costs	101,874	101,063	2,564	205,501
Admin and marketing	1,220	15,099	—	16,319
Venue hire and event costs	—	—	—	—
	257,138	289,729	6,394	553,261
Support costs (note 4)	32,593	36,724	811	70,128
Total unrestricted funds	289,731	326,453	7,205	623,389

	Development & education £	Teacher programmes £	Meetings & conferences £	2022 £
Staff costs (note 5)	192,958	33,441	22,135	248,534
Production and running costs	126,907	9,026	2,967	138,900
Travel, transport and allowances	—	—	25	25
Admin and marketing	1,480	13,277	1,000	15,757
Venue hire and event costs	300	—	10,771	11,071
	321,645	55,744	36,898	414,287
Support costs (note 4)	59,115	10,245	6,782	76,142
Total unrestricted funds	380,760	65,989	43,680	490,429

Notes to the accounts 31 July 2023

4 Support costs

Support costs are allocated to areas within charitable activities based on direct cost expenditure.

	2023 £	2022 £
Support costs		
. Hospitality	175	367
. IT, website and communications	10,556	15,408
. Office expenses	27,108	14,745
. Training and recruitment	1,917	7,518
. Travel, transport and allowances	4,623	3,023
. Consultancy	2,348	17,376
. Sundry	7,295	3,787
. Subscriptions	1,045	500
Governance costs		—
. Independent examination	2,020	1,840
. Accountancy and advisory	6,467	5,500
. Legal and professional	6,161	7,180
. Board expenses	4,104	2,905
2022 total funds	73,819	80,149

Support costs have been allocated on a 5% basis to raising funds, as the main source of income is subscription fees. There are no significant fundraising drives during the year, so the majority of the cost relates to administration time.

5 Staff costs

	2023 £	2022 £
Wages and salaries	281,334	208,824
Social security costs	25,841	18,766
Pension contributions	41,710	34,026
	348,885	261,615

The average number of employees during the year was 7 (2022: 5).

The number of employees who earned between the amounts stated below (including taxable benefits but excluding employer pension and national insurance contributions) during the year were:

	2023 £	2022 £
£70,001 - £80,000	1	1

Key management personnel are the trustees and the members of the Executive Team. In 2023, there were 4 members of the Executive Team (2022: 4).

The total remuneration (including taxable benefits and employer's pension and national insurance contributions) paid to the key management personnel of the charity in the year was £251,594 (2022: £240,828).

Notes to the accounts 31 July 2023

5 Staff costs (continued)

No trustee received remuneration for their role as trustee. During the year out of pocket travel and subsistence expenses amounting to £1,152 were reimbursed to two trustees (2022: £1,859 was reimbursed to five trustee).

One trustee worked as a NASBTT consultant during the year and received payments of £5,101 (2022: £3,850 to one trustee).

In addition, in 2022 NASBTT reimbursed the employing schools of one trustee for days spent advising NASBTT on a basis that is at cost to the school. In 2022 total reimbursed payments to schools amounted to £275 relating to one trustee, no such payments were made in 2023. A full list of these transactions is included in note 9 to these financial statements.

6 Debtors

	2023 £	2022 £
Trade debtors	17,149	17,624
Other debtors	—	2,862
	17,149	20,486

7 Current liabilities

	2023 £	2022 £
Amounts falling due within one year:		
. Accruals and deferred income	45,695	50,585
. Trade creditors	2,890	6,732
. VAT payable	323	—
	48,908	57,317

8 Funds

	At 1 August 2022 £	Income £	Expenditure £	At 31 July 2023 £
General Fund	336,082	555,721	(674,087)	217,716
Total unrestricted funds	336,082	555,721	(674,087)	217,716

Notes to the accounts 31 July 2023

9 Related party transactions

Transactions took place with related parties as described in note 5 to the accounts. Full details of the payments made to trustees or their providers for time spent working as NASBTT consultants in each financial year is provided below. No further transactions with related parties took place during the period.

	2023 £	2022 £
Kim Francis	5,101	3,850
Patrick Garton	—	275
	5,101	4,125

THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales - Charity number 1176171

Accounts

**The National Association of
School-Based Teacher
Trainers**

Annual Report and Accounts

31 July 2022

Charity Registration Number
1176171

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Legal and administrative information

Trustees	Mr Kim Francis Mr Patrick Garton Mrs Claire Harnden Mr Ian Charles Hollingsworth Mr David John Maynard Mrs Alison O'Dorman (appointed 09/03/2022) Mr Andrew Ogden Mrs Helen Ostell (resigned 11/10/2021) Mr David Parker Mrs Anna Richards Mr Stuart Graham Russell Mrs Sidikat Taiwo (appointed 09/03/2022) Mrs Kay Truscott-Howell (resigned 11/10/2021)
Executive team	Mrs Emma Hollis (Executive Director) Miss Alison Hobson (Executive Officer) Mrs Jayne Hoskins (Communications Manager) Mr James Coleman (Head of Operations and Training)
Registered office	The Priory Centre 63 Newnham Avenue Bedford MK41 9QJ
Registered number	1176171
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Statement of trustees' responsibilities (continued)

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Public benefit

In setting the charity's objectives and planning its activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Achievements and performance

The Executive Director continued to develop relationships with a wide range of stakeholders including education ministers and key personnel at the Department for Education, Ofsted, UCET, the Chartered College of Teaching, the Institute for Apprenticeships and the Teaching School Hubs Council. These relationships support advocacy for and on behalf of our members' interests and directly shape education policy in response to ever changing circumstances.

The context in which the sector is working continues to be challenging in light of government policy especially in relation to the ITT Market Review and the associated accreditation process. NASBTT has worked closely with the Department for Education in an effort to shape the policy to ensure high quality ITT continues to be delivered without risking sufficiency of supply or the quality of education for the children and young people in our schools. We have also supported our members to prepare for the new quality requirements which will come into force in September 2024 through a series of workshops, guidance and support.

In light of the significant changes introduced by the publication of the new quality requirements for September 2024, the Board of Trustees have approved a considerable investment in the development of our suite of teacher educator programmes. These programmes will meet the expectations set out by the new quality requirements and the growing importance of teacher educators and mentors going forward. We have identified four key ways in which we will widen our offer to meet the needs of our membership: the development of a partnership with the Teacher Development Trust to write and deliver an ITT-specific version of their National Professional Qualification in Leading Teacher Development (NPQLTD) (launching September 2022); plans to completely re-design and relaunch the existing suite of Teacher Educator Programmes, in line with the new quality requirements (launching September 2023); the development of a suite of materials exemplifying and demystifying the existing evidence bases and available research around teacher development (launching September 2023); an exciting collaboration with the Chartered College of Teaching to offer a supported pathway for teacher educators through CCT courses (launching September 2022).

NASBTT continued to offer subject knowledge support for trainees through *NASBTT Networks Live*, previously NASBTT's *Trainee Subject Networks*. 98 sessions were offered across all National Curriculum subjects in both primary and secondary phases, as well as sessions on, for example, behaviour from Tom Bennett, formative assessment from Dylan William, well-being from Sinead McBrearty and Special Educational Needs from nasen. Over 9,000 individuals from membership organisations had access to *NASBTT Networks Live* and members reported a demonstrable impact on trainee progress and attainment.

In the 2021-2022 academic year, there were 71 days of events (2021: 68 days) to support the members which were attended by 2,556 delegates in total (2021: 2,510 delegates). Member engagement with at least one event was excellent at 91%. Two series of workshops were held to support providers with their accreditation submissions. The Annual Conference continued to be held online offering three days of professional development for Members. NASBTT continued to offer professional development for school-based trainers through its *Teacher Educator Programmes* and *Administrator Training Programmes*.

Achievements and performance (continued)

In order to further support curriculum development, NASBTT continued its work with the 26 Subject Specialist Associate Consultants who brought a wealth of experience and expertise to the team with the introduction of the *Teacher Educator Subject Networks*.

The launch of the *Video Resource Bank*, offering a suite of full-length videos of 'live' lessons across a range of subjects and phases to support the professional development of trainees, mentors and subject specialists in ITT and ECT provision, was exceptionally well received. 55 providers registered to take advantage of this new service.

Financial review

In the year ended 31 July 2022 the total income of NASBTT had increased by £129,784 to £619,757 (2021: £489,973). This is primarily due to an increase of £40,933 in membership fee income, an increase in meetings and workshops of £45,595 and £48,121 in new income for this year from ENIC subscriptions and the *Video Resource Bank*.

Expenditure has increased by £107,697 to £536,763 (2021: £429,066). This increase corresponds to the increase in charitable activities in the year. Overall, the surplus for the year amounted to £82,994 (2021: surplus of £60,907). This leaves the NASBTT with funds carried forward of £336,082 (2021: £253,088).

Reserves policy

The charity held free reserves of £336,082 at the balance sheet date. The trustees have put in place a formal working capital policy that is in line with the future strategic direction of the charity. The policy states that:

- ◆ a minimum of £50,000 must be available as cash which is instantly accessible – *met; there is an excess of £50,000 instantly accessible;*
- ◆ no more than £200,000 (and ideally not more than £85,000) will be held in cash in any single financial institution – *during the year balances exceeded £200,000 at some points and therefore the policy was not fully complied with. the Trustees are aware of the financial position of the cash account and are taking steps to ensure the terms of the reserves policy are met in future.*
- ◆ through the normal course of board meetings and financial reporting, they will satisfy themselves that:
 - ◇ there is sufficient cash available to meet all immediate spending needs – *the trustees are satisfied there is sufficient cash available to meet all immediate spending needs;*
 - ◇ longer term organisational objectives are sufficiently budgeted and resourced, for example, projects, initiatives, changes in strategy or other spending that the charity is planning – *the trustees are satisfied future projects have been sufficiently budgeted and resourced.*

Trustees' report 31 July 2022

Reserves policy (continued)

This policy will also be developed into a specific reserves policy as the charity continues to grow however for the current time - due to typically low levels of other current assets and liabilities - the charity believe it is reasonable to operate a working capital based policy. The trustees deem that the charity had sufficient funds at 31 July 2022 to enable it to maintain its current level of charitable activities.

Future plans

The trustees expect the work of the charity to continue to develop in the near future and are developing a strategic direction to ensure that the charitable aims of the organisation continue to be delivered, including through the significant investment we are making in the development of mentor training materials.

The outcomes of the Market Review will impact finances and activities in the next two years and the trustees have plans in place to mitigate against any future losses to the charity.

Approved by order of the Trustees



Anna Richards

Date: 24 May 2023

Independent Examiner's report 31 July 2022

Independent examiner's report to the trustees of National Association of School Based Teacher Trainers

I report to the trustees on my examination of the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2022.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- ◆ accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- ◆ the accounts do not accord with those records; or
- ◆ the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Hugh Swainson, ACA
Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 24 May 2023

Statement of financial activities Year ended 31 July 2022

	Notes	2022 Total Funds £	2021 Total Funds £
Income from:			
Charitable activities	1	614,427	483,438
Other income		5,330	6,535
Total income		619,757	489,973
Expenditure on:			
Raising funds	2	46,334	31,443
Charitable activities	3	490,429	397,623
Total expenditure		536,763	429,066
Net income and net movement in funds		82,994	60,907
Reconciliation of funds:			
Funds brought forward at 1 August 2021		253,088	192,181
Funds carried forward at 31 July 2022		336,082	253,088

All income and expenditure for the current and prior financial period related to unrestricted funds.

All of the above amounts resulted from the charity's continuing activities during the above two financial periods.

The notes on pages 13 to 16 form part of these accounts.

Balance Sheet 31 July 2022

	Notes	2022 £	2021 £
Current assets:			
Debtors	6	20,486	7,682
Cash at bank and in hand		372,913	303,642
Total current assets		393,399	311,324
Liabilities:			
Creditors: amounts falling due within one year	7	(57,317)	(58,236)
Total net assets		336,082	253,088
The funds of the charity:			
Unrestricted funds			
. General funds	8	336,082	253,088
Total funds		336,082	253,088

The notes on pages 13 to 16 form part of these accounts.

Approved by the trustees and signed on their behalf by:



Anna Richards

Approved by the trustees on: 24 May 2023

Principal accounting policies 31 July 2022

Basis of preparation

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

Basis of accounting

These accounts have been prepared for the year to 31 July 2022.

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

The accounts have been prepared in accordance with 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) ('Charities SORP FRS 102'), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates. The items in the accounts where judgements and estimates have been made include:

- ◆ the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- ◆ estimates in respect to accrued expenditure; and
- ◆ estimating future income and expenditure flows for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. In making this assessment, they have given consideration to the impact of Covid-19 on the operations and finances of the charity.

The trustees have discussed the impact of the economic downturn and potential future uncertainty. The charity has sufficient levels of cash reserves to meet existing commitments and have forecast that the residual cash reserves combined with the level of income from subscriptions and virtual events will be sufficient to that the membership can continue to be supported. Due to the relatively low amount of fixed costs, the charity is able to exercise a significant degree of control over its expenditure. The trustees will continue to keep income and expenditure under review. Whilst there will undoubtedly be challenges ahead, the trustees do not expect material concerns to arise over the charity's financial position.

Principal accounting policies 31 July 2022

Income

All income is recognised when the following three factors are met:

1. entitlement – control over the right to the economic benefit has passed to the charity;
2. probable – it is more likely than not that the economic benefits associated with the transaction will flow to the charity; and
3. measurement - when the monetary value of the income can be measured reliably.

Income comprises membership fees which are recognised when receivable, and fees for conferences, meetings and workshops recognised based on the date of the event to which the income relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity, this comprises chargeable staff time.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include production and running costs, travel, administrative and marketing costs.

Support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of administrative procedures and accounting, these costs are shown as governance costs.

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

Creditors 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 are recognised at the amount the charity anticipates it will pay to settle the debt.

Principal accounting policies 31 July 2022

Statement of cash flows

The charity is exempt from the requirement to prepare such a statement under Section 1A of FRS 102 as it is a small reporting entity.

Notes to the accounts 31 July 2022

1 Income from charitable activities

	2022 £	2021 £
Membership fees	288,687	247,754
Conferences, meetings and workshops	226,269	180,674
Management Support Partner Programme	2,870	275
NASBTT Learn	40,449	50,885
Elevate My Maths	2,863	3,850
ENIC subscriptions	21,396	—
Essential guides	5,168	—
Video Resource Bank	26,725	—
2022 total funds	614,427	483,438

2 Expenditure on raising funds

	2022 £	2021 £
Staff costs (note 5)	13,081	9,500
Marketing and publicity	29,246	18,500
Support costs (note 4)	4,007	3,443
2022 total funds	46,334	31,443

3 Expenditure on charitable activities

	Development & education £	Teacher programmes £	Meetings & conferences £	2022 £
Staff costs (note 5)	192,958	33,441	22,135	248,534
Production and running costs	126,907	9,026	2,967	138,900
Travel, transport and allowances	—	—	25	25
Admin and marketing	1,480	13,277	1,000	15,757
Venue hire and event costs	300	—	10,771	11,071
	321,645	55,744	36,898	414,287
Support costs (note 4)	59,115	10,245	6,782	76,142
Total unrestricted funds	380,760	65,989	43,680	490,429

	Development & education £	Teacher programmes £	Meetings & conferences £	2021 £
Staff costs (note 5)	152,210	25,437	2,845	180,492
Production and running costs	104,823	18,281	872	123,976
Travel, transport and allowances	—	—	25	25
Admin and marketing	5,104	3,069	40	8,213
Venue hire and event costs	18,010	29	1,455	19,494
	280,147	46,816	5,236	332,199
Support costs (note 4)	55,173	9,220	1,031	65,424
Total unrestricted funds	335,320	55,036	6,267	397,623

Notes to the accounts 31 July 2022

4 Support costs

Support costs are allocated to areas within charitable activities based on direct cost expenditure.

	2022 £	2021 £
Support costs		
. Hospitality	367	—
. IT, website and communications	15,408	9,796
. Office expenses	14,745	21,878
. Training and recruitment	7,518	971
. Travel, transport and allowances	3,023	598
. Consultancy	17,376	7,385
. Sundry	3,787	5,913
. Subscriptions	500	8,683
Governance costs		
. Independent examination	1,840	1,750
. Accountancy and advisory	5,500	2,165
. Legal and professional	7,180	9,121
. Board expenses	2,905	610
2022 total funds	80,149	68,868

Support costs have been allocated on a 5% basis to raising funds, as the main source of income is subscription fees. There are no significant fundraising drives during the year, so the majority of the cost relates to administration time.

5 Staff costs

	2022 £	2021 £
Wages and salaries	208,824	151,297
Social security costs	18,766	16,015
Pension contributions	34,026	27,356
	261,615	194,668

The average number of employees during the year was 5 (2021: 4).

The number of employees who earned between the amounts stated below (including taxable benefits but excluding employer pension and national insurance contributions) during the year were:

	2022 £	2021 £
£60,001 - £70,000	—	1
£70,001 - £80,000	1	—

Key management personnel are the trustees and the members of the Executive Team. In 2022, there were 4 members of the Executive Team. (2021: 3).

The total remuneration (including taxable benefits and employer's pension and national insurance contributions) paid to the key management personnel of the charity in the year was £240,828 (2021: £171,124).

Notes to the accounts 31 July 2022

5 Staff costs (continued)

No trustee received remuneration for their role as trustee. During the year out of pocket travel and subsistence expenses amounting to £3,260 were reimbursed to eleven trustees (2021: 108 was reimbursed to one trustee).

One trustee worked as a NASBTT consultant during the year and received payments of £3,850 (2021: £2,232 to one trustee). In addition, NASBTT reimbursed the employing schools of one trustee for days spent advising NASBTT on a basis that is at cost to the school. In 2022 total reimbursed payments to schools amounted to £275 (2021: £2,250 relating to one trustee). A full list of these transactions is included in note 9 to these financial statements.

6 Debtors

	2022 £	2021 £
Trade debtors	17,624	7,682
Other debtors	2,862	—
	20,486	7,682

7 Current liabilities

	2022 £	2021 £
Amounts falling due within one year:		
. Accruals and deferred income	50,585	33,396
. Trade creditors	6,732	22,223
. VAT payable	—	2,617
	57,317	58,236

8 Funds

	At 1 August 2021 £	Income £	Expenditure £	At 31 July 2022 £
General Fund	253,088	619,757	(536,763)	336,082
Total unrestricted funds	253,088	619,757	(536,763)	336,082

Notes to the accounts 31 July 2022

9 Related party transactions

Transactions took place with related parties as described in note 5 to the accounts. Full details of the payments made to trustees or their providers for time spent working as NASBTT consultants in each financial year is provided below. No further transactions with related parties took place during the period.

	2022 £	2021 £
Kim Francis	3,850	2,232
Patrick Garton	275	—
Helen Ostell	—	2,500
	4,125	4,732

THE NATIONAL ASSOCIATION OF SCHOOL-BASED TEACHER TRAINERS

England & Wales - Charity number 1176171

Accounts

**The National Association of
School-Based Teacher
Trainers**

Annual Report and Accounts

31 July 2021

Charity Registration Number
1176171

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Legal and administrative information

Trustees	Mrs Elizabeth Ford (resigned 6 December 2020) Mr Kim Francis Mr Patrick Garton Mrs Claire Harnden Mr Ian Charles Hollingsworth Mr David John Maynard Mr Andrew Ogden Mrs Helen Ostell Mr David Parker Mrs Anna Richards Mr Stuart Graham Russell Mrs Kay Lesley Truscott-Howell
Executive team	Mrs Emma Hollis (Executive Director) Miss Alison Hobson (Executive Officer) Mrs Jayne Hoskins (Communications Manager)
Registered office	The Priory Centre 63 Newnham Avenue Bedford MK41 9QJ
Registered number	1176171
Independent examiner	Hugh Swainson Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Barclays Bank UK 1 Churchill Place London E14 5HP

Trustees' report 31 July 2021

The trustees present their report along with the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2021. The accounts have been prepared in accordance with the accounting policies set out on pages 10 to 12 therein and comply with the charity's trust deed, the Charities Act 2011 and the 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 United Kingdom and Republic of Ireland (FRS 102).

Structure, governance and management

Organisational structure

The National Association of School-Based Teacher Trainers (NASBTT) is a Charitable Incorporated Organisation (CIO). The entity was incorporated on 7 December 2017. It is governed by its memorandum and articles of association which were adopted on 7 December 2017. This replaced an earlier construct of NASBTT which was an unincorporated membership organisation. The assets of this earlier version of NASBTT were transferred to the new construct which was duly registered with the Charity Commission under charity number 1176171. Although the legal form of the organisation has changed the activities remain consistent with the previous entity.

Key management

The Trustees consider that they, together with the Executive Director, Executive Officer and Communications Manager comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

None of the Trustees receive remuneration in connection with their duties as trustees.

Appointment of trustees

The NASBTT Trustees ("the appointing body") may appoint further NASBTT Trustees. Any appointment must be made at a meeting held according to the ordinary practice of the appointing body and is for a standard term of three years. Any person who retires as a NASBTT Trustee by rotation or by giving notice to NASBTT is eligible for re-appointment.

Statement of trustees' responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;
- ◆ make judgements and estimates that are reasonable and prudent;

Statement of trustees' responsibilities (continued)

- ◆ state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity 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 charity and enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Risk management

The trustees have examined the major risks which the charity faces and confirm that systems are in place to mitigate its exposure to those risks.

The principal risks identified by the trustees are:

- ◆ A failure to generate sufficient subscription income to cover the cost of running the programme of charitable events during the year. This is mitigated by the charity raising funds in advance and closely monitoring income.
- ◆ The operational risk from low uptake of new programmes. This is mitigated through close involvement of trustees in the planning of such programmes and the ongoing review of such projects funded through the charity's charitable expenditure.
- ◆ The impact of coronavirus on the charity, details of the response of the charity to the emerging risk of coronavirus are detailed within this report.

Objectives and activities

The primary object of the charity, as stated in its governing document, is the advancement of education of pupils/children in schools through the raising of standards and development of high quality learning and teaching by promoting programmes of initial training, education and professional development of teachers. It also aims to achieve the representation, support and development of schools-driven teacher training, facilitating co-operation and communication between member institutions and providing a forum for sharing information and evidence-based research.

NASBTT represents the interests of schools-led initial teacher training (ITT) provision in relation to the development, implementation and influencing of national policy to the extent this is permissible within the legal framework for a charity in England and Wales. It supports those with responsibility for the overall management of schools-led ITT Provision in schools and other institutions.

Public benefit

In setting the charity's objectives and planning its activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Achievements and performance

The Executive Director continued to develop relationships with a wide range of stakeholders including education ministers and key personnel at the Department for Education, Ofsted, UCET, Chartered College of Teaching, Institute for Apprenticeship and the Teaching Schools Council. These relationships support advocacy for and on behalf of our members' interests and directly shape education policy in response to ever changing circumstances.

NASBTT introduced its *Trainee Subject Networks* in January 2021 to support providers with developing trainees' subject knowledge. 60 sessions were offered across all National Curriculum subjects in both primary and secondary phases, as well as sessions on behaviour from Tom Bennett, Dual Coding from Oliver Caviglioli, formative assessment from Dylan Wiliam, well-being from Sinead McBrearty and Special Educational Needs from nasen (National Association for Special Educational Needs). Over 6,000 trainees from membership organisations had access to the *Trainee Subject Networks* and members report a demonstrable impact on trainee progress and attainment.

In order to further support curriculum development, NASBTT recruited 26 Subject Specialist Associate Consultants who bring a wealth of experience and expertise to the team.

In response to demand and in collaboration with the Chartered College of Teaching, NASBTT commissioned an exciting suite of full-length videos of 'live' lessons across a range of subjects and phases to support the professional development of trainees, mentors and subject specialists in Initial Teacher Training (ITT) and Early Careers Teaching (ECT) provision.

In the 2020-21 academic year, there were 68 days of events (2020: 36 days of events) to support the members which were attended by 2,510 delegates in total (2020: 1,531 delegates). The proportion of members who engaged with at least one event was excellent at 92%.

Events included three Member Workshops, an External Moderation training event, two events focussing on mental health and well-being, two Safer Recruitment courses, three Administrators' Online Forums, one session supporting providers with digital marketing and 13 free Espresso Shot Networking Events. The Annual Conference was moved to a digital platform in light of the Covid-19 restrictions and was extended to offer three days of professional development for Members. It was attended by 210 delegates and was exceptionally well received. In addition, NASBTT continued to offer professional development for school-based trainers through its Teacher Educator Programmes including a newly introduced Instructional Coaching programme, and Administrator Training Programmes.

Coronavirus

The charity's activities increased significantly in response to the pandemic in the following ways:

- ◆ Significantly increased member support and guidance;
- ◆ Increased stakeholder networking to support members;
- ◆ Increased policy advice to support the members and the sector;

Coronavirus (continued)

- ◆ Significantly increased communications keeping members informed in light of the ever-changing landscape and up-to-date government advice;
- ◆ Addition of a large-scale online conference with key speakers from the sector exploring the impact of the pandemic on Initial Teacher Training.

Financial review

In the year ended 31 July 2021 the total income of NASBTT had increased by £135,027 to £489,973 (2020: £354,946). This is primarily due to an increase of £33,879 in membership fee income, an increase in meetings and workshops of £62,099 and a £36,983 increase in NASBTT learn income.

Expenditure has increased by £69,870 to £429,066 (2020: £359,196). This increase corresponds to the increase in charitable activities in the year. Overall, the surplus for the year amounted to £60,907 (2020: deficit of £4,250). This leaves the NASBTT with funds carried forwards of £253,088 (2020: £192,181).

Reserves policy

The charity held free reserves of £253,088 at the balance sheet date. The trustees have put in place a formal working capital policy that is in line with the future strategic direction of the charity. The policy states that:

- ◆ a minimum of £50,000 must be available as cash which is instantly accessible – *met; there is an excess of £50,000 instantly accessible;*
- ◆ no more than £200,000 (and ideally not more than £85,000) will be held in cash in any single financial institution – *met; the charity holds two accounts in separate institutions. One holds £85,000 and the cash account fluctuates but does not exceed £200,000 in any single institution;*
- ◆ through the normal course of board meetings and financial reporting, they will satisfy themselves that:
 - there is sufficient cash available to meet all immediate spending needs – *the trustees are satisfied there is sufficient cash available to meet all immediate spending needs;*
 - longer term organisational objectives are sufficiently budgeted and resourced, for example, projects, initiatives, changes in strategy or other spending that the charity is planning – *the trustees are satisfied future projects have been sufficiently budgeted and resourced.*

This policy will also be developed in to a specific reserves policy as the charity continues to grow however for the current time, due to typically low levels of other current assets and liabilities, the charity believe it is reasonable to operate a working capital based policy. The trustees deem that the charity had sufficient funds at 31 July 2021 to enable it to maintain its current level of charitable activities.

Trustees' report 31 July 2021

Future plans

The trustees expect the work of the charity to continue to develop in the near future and are developing a strategic direction to ensure that the charitable aims of the organisation continue to be delivered.

The impact of the pandemic will continue to be felt throughout the next financial year and the trustees have plans in place to mitigate against any future losses to the charity.

Approved by order of the Trustees

A handwritten signature in blue ink, appearing to read 'I Hollingsworth', with a long horizontal flourish extending to the right.

Ian Hollingsworth

Date: 11 October 2021

Independent examiner's report to the trustees of National Association of School Based Teacher Trainers

I report to the trustees on my examination of the accounts of the National Association of School-Based Teacher Trainers (the charity) for the year ended 31 July 2021.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- ◆ accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- ◆ the accounts do not accord with those records; or
- ◆ the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Hugh Swainson, ACA
Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 30 March 2022

Statement of financial activities Year ended 31 July 2021

	Notes	2021 Total Funds £	2020 Total Funds £
Income from:			
Charitable activities	1	483,438	353,237
Other income		6,535	1,709
Total income		489,973	354,946
Expenditure on:			
Raising funds	2	31,443	30,904
Charitable activities	3	397,623	328,292
Total expenditure		429,066	359,196
Net income (expenditure) and net movement in funds		60,907	(4,250)
Reconciliation of funds:			
Funds brought forward at 1 August 2020		192,181	196,431
Funds carried forward at 31 July 2021		253,088	192,181

All income and expenditure for the current and prior financial period related to unrestricted funds.

All of the above amounts resulted from the charity's continuing activities during the above two financial periods.

The notes on pages 13 to 16 form part of these accounts.

Balance Sheet 31 July 2021

	Notes	2021 £	2020 £
Current assets:			
Debtors	6	7,682	21,226
Cash at bank and in hand		303,642	216,966
Total current assets		311,324	238,192
Liabilities:			
Creditors: amounts falling due within one year	7	(58,236)	(46,011)
Total net assets		253,088	192,181
The funds of the charity:			
Unrestricted funds			
. General funds	8	253,088	192,181
Total funds		253,088	192,181

The notes on pages 13 to 16 form part of these accounts.

Approved by the trustees and signed on their behalf by:



Ian Hollingsworth

Approved by the trustees on: 11 October 2021

Principal accounting policies 31 July 2021

Basis of preparation

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

Basis of accounting

These accounts have been prepared for the year to 31 July 2021.

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

The accounts have been prepared in accordance with 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) ('Charities SORP FRS 102') issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates. The items in the accounts where judgements and estimates have been made include:

- ◆ the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- ◆ estimates in respect to accrued expenditure; and
- ◆ estimating future income and expenditure flows for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. In making this assessment, they have given consideration to the impact of Covid-19 on the operations and finances of the charity.

Assessment of going concern (continued)

The trustees have discussed the impact of the economic downturn and potential future uncertainty. The charity has sufficient levels of cash reserves to meet existing commitments and have forecast that the residual cash reserves combined with the level of income from subscriptions and virtual events will be sufficient to that the membership can continue to be supported. Due to the relatively low amount of fixed costs, the charity is able to exercise a significant degree of control over its expenditure. The trustees will continue to keep income and expenditure under review. Whilst there will undoubtedly be challenges ahead, the trustees do not expect material concerns to arise over the charity's financial position.

Income

All income is recognised when the following three factors are met:

1. entitlement – control over the right to the economic benefit has passed to the charity;
2. probable – it is more likely than not that the economic benefits associated with the transaction will flow to the charity; and
3. measurement - when the monetary value of the income can be measured reliably.

Income comprises membership fees which are recognised when receivable, and fees for conferences, meetings and workshops recognised based on the date of the event to which the income relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity, this comprises chargeable staff time.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include production and running costs, travel, administrative and marketing costs.

Support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of administrative procedures and accounting, these costs are shown as governance costs.

Principal accounting policies 31 July 2021

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

Creditors 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 are recognised at the amount the charity anticipates it will pay to settle the debt.

Statement of cash flows

The charity is exempt from the requirement to prepare such a statement under Section 1A of FRS 102 as it is a small reporting entity.

Notes to the accounts 31 July 2021

1 Income from charitable activities

	2021 £	2020 £
Membership fees	247,754	213,875
Conferences, meetings and workshops	180,674	118,575
Management Support Partner Programme	275	3,485
NASBTT Learn	50,885	13,872
Elevate My Maths	3,850	1,041
Fitness to teach development	—	2,382
Project UCET	—	7
2021 total funds	483,438	353,237

2 Expenditure on raising funds

	2021 £	2020 £
Staff costs (note 5)	9,500	8,192
Marketing and publicity	18,500	18,410
Support costs (note 4)	3,443	4,302
2021 total funds	31,443	30,904

3 Expenditure on charitable activities

	Development & education £	Teacher programmes £	Meetings & conferences £	2021 £
Staff costs (note 5)	152,210	25,437	2,845	180,492
Production and running costs	104,823	18,281	872	123,976
Travel, transport and allowances	—	—	25	25
Admin and marketing	5,104	3,069	40	8,213
Venue hire and event costs	18,010	29	1,455	19,494
	280,147	46,816	5,236	332,199
Support costs (note 4)	55,173	9,220	1,031	65,424
Total unrestricted funds	335,320	55,036	6,267	397,623

	Development & education £	Teacher programmes £	Meetings & conferences £	2020 £
Staff costs (note 5)	92,634	47,822	15,200	155,656
Production and running costs	43,794	25,616	8,253	77,663
Travel, transport and allowances	3,770	1,198	586	5,554
Admin and marketing	1,837	824	—	2,661
Venue hire and event costs	4,697	290	38	5,025
	146,732	75,750	24,077	246,559
Support costs (note 4)	48,641	25,111	7,981	81,733
Total unrestricted funds	195,373	100,861	32,058	328,292

Notes to the accounts 31 July 2021

3 Expenditure on charitable activities (continued)

Support costs are allocated to areas within charitable activities based on direct cost expenditure.

4 Support costs

	2021 £	2020 £
Support costs		
. Hospitality	—	—
. IT, website and communications	9,796	17,681
. Office expenses	21,878	10,409
. Training and recruitment	971	663
. Travel, transport and allowances	598	3,029
. Consultancy	7,385	25,486
. Sundry	5,913	5,519
. Subscriptions	8,683	11,072
Governance costs		
. Independent examination	1,750	1,750
. Accountancy and advisory	2,165	1,950
. Legal and professional	9,121	3,484
. Board expenses	610	4,992
2021 total funds	68,868	86,035

Support costs have been allocated on a 5% basis to raising funds, as the main source of income is subscription fees. There are no significant fundraising drives during the year, so the majority of the cost relates to administration time.

5 Staff costs

	2021 £	2020 £
Wages and salaries	151,297	129,496
Social security costs	16,015	9,875
Pension contributions	27,356	24,557
	194,668	163,928

The average number of employees during the year was 4 (2020: 3).

The number of employees who earned between the amounts stated below (including taxable benefits but excluding employer pension and national insurance contributions) during the year were:

	2021 £	2020 £
£60,001 - £70,000	1	—

Notes to the accounts 31 July 2021

5 Staff costs (continued)

Key management personnel are the trustees and the members of the Executive Team. In 2021, there were 2 members of the Executive Team. (2020: 2).

The total remuneration (including taxable benefits and employer's pension and national insurance contributions) paid to the key management personnel of the charity in the year was £136,992 (2020: £129,587).

No trustee received remuneration for their role as trustee. During the year out of pocket travel and subsistence expenses amounting to £108 were reimbursed to one trustee (2020: 4,250 were reimbursed to 12 trustees).

One trustee worked as a NASBTT consultant during the year and received payments of £2,232 (2020: £10,478 to 2 trustees). In addition, NASBTT reimbursed the employing schools of one trustee for days spent advising NASBTT on a basis that is at cost to the school. In 2021 total reimbursed payments to schools amounted to £2,250 (2020: £4,550 relating to three trustees). A full list of these transactions is included in note 9 to these financial statements.

6 Debtors

	2021 £	2020 £
Trade debtors	7,682	20,580
Prepayments and accrued income	—	646
	7,682	21,226

7 Current liabilities

	2021 £	2020 £
Amounts falling due within one year:		
. Accruals and deferred income	33,396	24,635
. Trade creditors	24,840	21,376
	58,236	46,011

8 Funds

	At 1 August 2020 £	Income £	Expenditure £	At 31 July 2021 £
General Fund	192,181	489,973	(429,066)	253,088
Total unrestricted funds	192,181	489,973	(429,066)	253,088

9 Related party transactions

Transactions took place with related parties as described in note 5 to the accounts. Full details of the payments made to trustees or their providers for time spent working as NASBTT consultants in each financial year is provided below. No further transactions with related parties took place during the period.

	2021	2020
	£	£
Kim Francis	2,232	9,428
Patrick Garton	—	1,400
Helen Ostell	2,500	1,750
Kay Truscott-Howell	—	1,050
Elizabeth Ford	—	1,400
	4,732	15,028