

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales · Charity number 1177022

Details

Status	Registered
Legal form	Charitable company
Company number	10685375
Registered	2018-02-06
Register	View on the Charity Commission register

Contact

Address Wigin Osborne Fullerlove
95 Promenade
Cheltenham
Gloucestershire
GL50 1HH

Phone 01386840449

Email hello@aofpd.org

Website www.aofpd.org

Activities

Objects: THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT THE ADVANCEMENT OF EDUCATION INCLUDING BY:1. PROMOTING AND PROVIDING EDUCATION AND TRAINING IN PROFESSIONAL DIALOGUE; AND2. UNDERTAKING AND PUBLISHING THE USEFUL RESULTS OF STUDIES AND RESEARCH WORK IN PROFESSIONAL DIALOGUE AND RELATED SUBJECTS.

Activities: The objects of the Charity are for the public benefit the advancement of education including by:Promoting and providing education and training in professional dialogue and undertaking and publishing the useful results of studies and research work in professional dialogue and related subjects.

Classification

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

Geography

- Argentina
- Australia
- Austria
- Belgium
- Canada
- China
- Finland
- Germany
- Hong Kong
- Iran
- Netherlands
- Norway
- Poland
- Scotland
- South Africa
- Spain
- Sweden
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-30	£37,892	£43,569	-	-
2024-03-30	£47,816	£57,970	-	-
2023-03-30	£40,770	£110,582	-	-
2022-03-30	£129,199	£155,867	-	-
2021-03-30	£100,458	£65,395	-	-

Trustees

Name	Role	Appointed
Peter Garrett	Chair	2017-03-24
Bernhard Fiebo Holtrop		2024-10-01
Harold Clarke		2023-10-03
JANE BALL		2017-03-24
Parvin Daeipour		2025-11-11

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales - Charity number 1177022

Accounts

Registered Number 10685375

ACADEMY OF PROFESSIONAL DIALOGUE

Micro-entity Accounts

31 March 2025

Micro-entity Balance Sheet as at 31 March 2025

	<i>Notes</i>	2025	2024
		£	£
Current Assets		17,891	21,912
Creditors: amounts falling due within one year		(5,695)	(4,039)
Net current assets (liabilities)		<u>12,196</u>	<u>17,873</u>
Total assets less current liabilities		<u>12,196</u>	<u>17,873</u>
Total net assets (liabilities)		<u>12,196</u>	<u>17,873</u>
Reserves		<u>12,196</u>	<u>17,873</u>

- For the year ending 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
- The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.
- The accounts have been prepared in accordance with the micro-entity provisions and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board on 11 November 2025

And signed on their behalf by:

Peter Garrett, Director

Notes to the Micro-entity Accounts for the period ended 31 March 2025**1 Employees**

	<i>2025</i>	<i>2024</i>
Average number of employees during the period	0	0

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales - Charity number 1177022

Accounts

Company number: 10685375
Charity number: 1177022

**ACADEMY OF PROFESSIONAL DIALOGUE
(A Company Limited by Guarentee)**

TRUSTEE'S REPORT AND FINANCIAL STATEMENTS

For The Year Ended 31 March 2024

FRIDAY



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COMPANIES HOUSE

ACADEMY OF PROFESSIONAL DIALOGUE
TRUSTEE'S REPORT AND FINANCIAL STATEMENTS
For The Year Ended 31 March 2024

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ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES For The Year Ended 31 March 2024

The Trustees present their report and the financial statements for the year ended 31 March 2024. The Trustees, who are also directors for the purposes of company law and who have served during the year and up to the date of this report, are set below.

1. Legal and administrative information

Academy of Professional Dialogue was incorporated on 22 March 2017. The Charity is a Company Limited by Guarantee and is registered with the Charities Commission.

Accountants

Wiggin Osborne Fullerlove
95 The Promenade
Cheltenham
GL50 1HH

Registered Office

Staverton Court
Staverton
Cheltenham
GL51 AUX

Bankers

Nat West Bank
31 Rother Street
Stratford-upon-Avon
Warwickshire
CV37 6ZS

2. Governance and management

Governing document

The Charity's governing document is the Charity Commission's model Memorandum & Articles of Association.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees

The trustees serving during the year and since the year end were as follows:

Mr P Garrett
Mr L Almqvist
Ms J Ball
Mr T Kottner
Harold Clarke (appointed 3rd October 2023)
Bernhard Fiebo Holtrop (appointed 1st October 2024)

Company Secretary

Mr P Garrett

The procedures for the appointment and removal of trustees are set out in the charity's Articles of Association.

ACADEMY OF PROFESSIONAL DIALOGUE

**REPORT OF THE TRUSTEES (CONTINUED)
For The Year Ended 31 March 2024**

2. Governance and management (continued)

Organisational structure

The charity's affairs are managed by a Board of Trustees with appropriate professional and business backgrounds from the UK, Argentina and Sweden. Day-to-day responsibility for the operation of the charity is delegated to Peter Garrett and Jane Ball who are resident in the UK.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have implemented and maintained an active risk register.

3. Principal activity and objectives

Objectives and aims

The objectives of the charity are for the public benefit and advancement of education including by promotion and providing education and training in professional dialogue and undertaking and publishing the useful results of studies and research work in professional dialogue and related subjects.

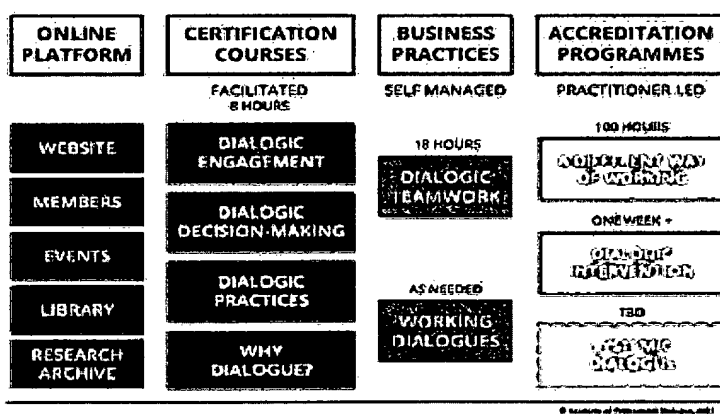
4. Review of activities

Chairman's report

Purpose

The Academy is a non-profit educational charity that was founded to make Professional Dialogue available for the benefit of the society. We have developed an Integrated Dialogue curriculum, along with a range of educational courses and accreditation programmes that can be delivered by Accredited Professional Dialogue Practitioners. We are committed to research, and we are supporting an international dialogic research project to take Professional Dialogue into the primary school classroom. Our primary outreach activity is our annual conference to promote the use of dialogue in people's professional work and publish the publication of the proceedings.

Education



The Academy has an online platform for the public and Members, various certification courses, business practices and several accreditation programmes. The introductory six-month accreditation programme (100 hrs) called *A Different Way of Working* is now in its fourth year.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (CONTINUED) For The Year Ended 31 March 2024

4. Review of activities (continued)

Chairman's report (continued)

Education (continued)

During 2024 it was delivered online by Dialogue Associates and in-person by the Endless Path of Dialogue in Tehran. Graduates of this programme are entitled to use the post-nominal initials APDP (Accredited Professional Dialogue Practitioner) and are authorised to deliver the Academy's various certificated courses including *Dialogic Engagement*, *Dialogic Decision-Making*, *Dialogue as a Practice* and *Why Dialogue?* There are now 50 APDPs at the heart of the Academy (from Argentina, Belgium, Canada, Germany, Iran, South Africa, The Netherlands, UK and USA). Scholarships offered by the Academy have proven particularly effective in supporting the thriving dialogue work in Iran, under the guidance of Parveen Daeipour.

The PSAB (Professional Standards and Accreditation Board) is a sub-committee of the Board of Trustees that manages the professional standards for the Academy, and the ongoing development and codification of the Academy's professional curriculum. It is chaired by Harold Clarke with support from Jane Ball, Peter Garrett, Glenna Gerrard, Tzofnat Peleg-Baker and Jim Tebbe. In April the PSAB completed its third consultation, to determine criteria for Dialogic Intervention (drafted by Jim Tebbe, Jane Ball, Bill Isaacs, Lars-Ake Almqvist and Peter Garrett). That led to the first intermediate accreditation programme *Dialogic Intervention*, delivered by Dialogue Associates in the UK in September 2024. The PSAB has recently initiated its fourth consultation to determine Professional Standards for the Academy.

Outreach

The primary outreach activity to engage the public is the Academy's international online conference, reinforced by publishing, podcasts and a research programme. The series of annual conferences carry the title *Your Organization Needs Dialogue!* The 2023 conference theme *Your Organization Needs Dialogue!* was followed by the seventh annual international conference in 2024 *Your Team Needs Dialogue!* The eight Case Studies in 2024 featured Professional Dialogue work undertaken during the past couple of years by Accredited Professional Dialogue Practitioners (APDPs), and there were 22 Participatory Dialogues co-facilitated by the APDPs as well as plenary sessions each day hosted by Bill Isaacs, Jane Ball, Peter Garrett and Harold Clarke. All sessions in this year's week-long conference were facilitated by APDPs or senior Associates of the Academy.

The most recent publication *The World Needs Dialogue! Six: Your Organization Needs Dialogue* (covering last year's conference proceedings) was published by Dialogue Publications on the second day of the conference. The volume was edited by Peter Garrett with support from Helena Wagener. On the last day of the conference APDPs Jane Ball (UK), Andrea Dumas (Argentina), Parvin Daeipour (Iran), Fatemah Sadr (Iran) and Helena Wagener (South Africa) were joined by teaching staff from various primary schools around the world to describe and consider their introduction of the Academy's dialogue curriculum in the classroom. Earlier in 2024 an eleven-episode podcast was released of Jane Ball interviewing Peter about his book *A New Kind of Dialogue* describing the journey that led to the formation of the Academy of Professional Dialogue.

Dialogic Research

The Dialogic Classroom research project, that was initiated in January 2024 with a grant from the Flux Foundation in Norway, is exploring ways to introduce the Academy's Dialogue Curriculum into the way teaching is undertaken in primary schools. The initial sites are in Argentina, Iran, South Africa and the UK, where each location is supported by at least one APDP coach working with the primary school teachers. The project is led by Jane Ball APDPI.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (CONTINUED) For The Year Ended 31 March 2024

4. Review of activities (continued)

Chairman's report (continued)

Finances

With the advent of Covid the Academy built an online conference centre and benefitted from larger numbers of participants and greater income. In the past couple of years, it has proven far harder to maintain people's involvement online, income has fallen, and it has not been possible to offer educational scholarships as we did in previous years. At the time of the AGM, the Academy held just six month's financial reserves at its current level of operations. The Trustees are actively exploring what business model may be best to achieve sustainable growth for the Academy and its influence in society.

Governance

The Trustees are the executive officers of the charity. It is their responsibility to set the direction of the organisation, to realise its purpose, and to ensure this is done in a legally and financially responsible way. They meet monthly, and to ensure transparency the records of all their meetings are posted in the Members' Website. The Trustees are Lars-Åke Almqvist (Sweden), Jane Ball and Peter Garrett (UK), Thomas Kottner (Argentina), Harold Clarke (USA) and Bernhard Holtrop (Sweden from 2024). Our thanks to Marcus Elam (USA) who left the board in late 2023. There are around 15 Voting Members, appointed by the Board of Trustees, whose formal role is to ensure that the Trustees are acting to further the purposes of the charity. They are encouraged to broaden the thinking of the Trustees, have voting rights at the Annual General Meetings, and are a pool from which Trustees may be selected. The Board is supported in its strategic thinking by the Strategic Advisory Group led by Thomas Kottner.

Administration

Bobby Frazier is the Academy's Director of Operations. She plays an effective role helping to develop the Charity, supporting the APDP community, managing the annual conference and building the Academy's online presence. During 2024 she has been designing and building the Academy's new web site. Jane Ball has held the Trustee's oversight of Administration by providing a strong presence and contributing substantial time and attention to ensure the operations perform well. She also chairs the Finance Board with support from Bobby Frazier.

Peter Garrett
Chair of the Board of Trustees
November 2024



ACADEMY OF PROFESSIONAL DIALOGUE
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON
THE UNAUDITED FINANCIAL STATEMENTS
For The Year Ended 31 March 2024

I report to the Charity trustees on my examination of the financial statements of Academy of Professional Dialogue for the year ended 31 March 2024, which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of Trustees and Examiner

As the Charity's Trustees of the Company (who are also the Directors of the company for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with such records; or
- the financial statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Charities SORP (FRS102).

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 financial statements to be reached.

Still 10/12/2024

SIMON JAMES GILL - FCCA
WIGGIN OSBORNE FULLERLOVE
95 THE PROMENADE
CHELETNHAM
GL50 1HH

ACADEMY OF PROFESSIONAL DIALOGUE
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 March 2024

	Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
Notes	£	£	£	£
INCOME AND EXPENDITURE				
Incoming Resources				
Charitable activities	2 <u>47,816</u>	-	<u>47,816</u>	<u>40,770</u>
TOTAL INCOMING RESOURCES	<u>47,816</u>	-	<u>47,816</u>	<u>40,770</u>
Resources Expanded				
Charitable activities	3 <u>56,427</u>	<u>1,543</u>	<u>57,970</u>	<u>110,582</u>
TOTAL RESOURCES EXPANDED	<u>56,427</u>	<u>1,543</u>	<u>57,970</u>	<u>110,582</u>
Net (outgoing)/Incoming resources	(8,611)	(1,543)	(10,154)	(69,812)
Transfer between funds	-	-	-	-
Net movement in funds	(8,611)	(1,543)	(10,154)	(69,812)
ACCUMULATED FUND BROUGHT FORWARD AT BEGINNING OF YEAR	<u>26,484</u>	<u>1,543</u>	<u>28,027</u>	<u>97,839</u>
ACCUMULATED FUND CARRIED FORWARD AT END OF YEAR	<u>17,873</u>	-	<u>17,873</u>	<u>28,027</u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All the above amounts relate to continuing activities. None of the company's activities were acquired or discontinued during this financial year.

ACADEMY OF PROFESSIONAL DIALOGUE

**BALANCE SHEET
As At March 31, 2024**

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Notes				
CURRENT ASSETS				
Cash at bank and in hand	21,912	-	21,912	31,977
Creditors				
Due within one year	5 <u>(4,039)</u>	<u>-</u>	<u>(4,039)</u>	<u>(3,950)</u>
NET CURRENT ASSETS	<u>17,873</u>	<u>-</u>	<u>17,873</u>	<u>28,027</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>17,873</u>	<u>-</u>	<u>17,873</u>	<u>28,027</u>
NET ASSETS	<u>17,873</u>	<u>-</u>	<u>17,873</u>	<u>28,027</u>
REPRESENTED BY				
Accumulated fund	<u>17,873</u>	<u>-</u>	<u>17,873</u>	<u>28,027</u>

Trustees' Statements required by Section 475

In approving these financial statements as Trustees of the company, the Trustees hereby confirm:-

- (a) For the year to 31 March 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies;
- (b) The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.
- (c) The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the Trustees and authorised for issue on 10.12.2024 and signed on its behalf by:

P. Garrett

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

Notes to the Financial Statements For The Year Ended 31 March 2024

1. Accounting Policies

Basis of preparation and assessment of going concern

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

The presentational currency of the financial statements is UK£, being the functional currency of the primary economic environment in which the company operates. Monetary amounts in these financial statements are rounded to the nearest £.

Academy of Professional Dialogue meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees consider that there are no material uncertainties about the company's ability to continue as a going concern.

Cash Flow

The Charity has taken advantage of the exemption in FRS102 from the requirement to produce a cash flow statement because it is a small Charity.

Incoming Resources

Donations, gifts and legacies represent amounts received during the year, together with any associated tax refund. Gifts in kind for use by the charity are recognised as incoming resources when receivable at a reasonable estimate of their value. Assets given for distribution are only recognised when distributed.

Grants receivable for specific purposes are credited to the statement of financial activities in the year to which they relate as soon as conditions for receipt have been met. Unspent balances are carried forward to subsequent years within restricted funds.

Grants for immediate financial support or received against costs previously incurred are recognised immediately in the Statement of Financial Activities. Voluntary income is shown gross before deduction of fund-raising expenditure.

Resources Expended

All expenditure is accounted for under the accruals concept. The irrecoverable element of Value Added Tax is included within the item of expense to which it relates.

Funds

General unrestricted funds comprise accumulated surpluses and deficits on general activities. They are available for use at the discretion of the trustees in furtherance of the company's objectives. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There is a single restricted fund, which is restricted for use in the Criminal Justice sector.

ACADEMY OF PROFESSIONAL DIALOGUE

Notes to the Financial Statements (continued) For The Year Ended 31 March 2024

1. Accounting policies (continued)

Taxation

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these financial statements. The company is not registered for VAT.

Going concern

The Trustees have reviewed the finances and believe they have adequate reserves for the current level of activities. The Trustees have taken steps to manage the reserves of the charity, by reducing costs since the year end. On this basis, it will be able to continue as a going concern for at least the next twelve months and they have therefore prepared the financial statements on the going concern basis.

2. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Membership fees	8,102	-	8,102	12,607
Conference fees	12,114	-	12,114	22,170
Education programmes	27,600	-	27,600	5,993
	47,816	-	47,816	40,770

Of the income received of £48,363 in 2024 (2023: £40,770), £48,363 was unrestricted funds (2023: £39,082) and £nil (2023: £1,688) was restricted funds.

3. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Legal and professional fees	776	-	776	5,926
Website development and computer costs	5,363	1,543	6,906	9,339
Accountancy	1,416	-	1,416	3,093
Bank charges	698	-	698	485
Printing and stationery	-	-	-	812
Conference expenses	3,343	-	3,343	5,343
Consultancy fees	44,831	-	44,831	57,784
Bursaries for education development programme	0.00	-	0	27,800
	56,427	1,543	57,970	110,582

Of the expenditure of £58,517 in 2024 (2023: £110,582), £56,974 was unrestricted funds (2023: £ 94,278) and £1,543 (2023: £16,304) was restricted funds.

ACADEMY OF PROFESSIONAL DIALOGUE

**Notes to the Financial Statements (continued)
For The Year Ended 31 March 2024**

3. Charitable activities (continued)

Grants payable in furtherance of the charity's objectives for the public benefit

	Total 2024 £	Total 2023 £
Made to institutions	<u>-</u>	<u>27,800</u>

During the year, £nil (2023: £27,800) of payments were made to Dialogue Associates Limited in respect of Bursaries to assist individuals to be able to attend education development programmes. The bursaries were for the benefit of individuals.

4. Taxation

The company does not trade for profit therefore no corporation tax liability arises on its results.

5. Creditors due in less than one year

	Total 2024 £	Total 2023 £
Accruals	4,039	2,700
Deferred income	<u>-</u>	<u>1,250</u>
	<u>4,039</u>	<u>3,950</u>

6. Company limited by guarantee

Academy of Professional Dialogue is a company limited by guarantee and accordingly does not have a share capital.

7. Trustees' expenses

During the year £nil (2023 : £27,800) in relation to bursaries were paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees). These payments were subject to the charity's related party payments process and approved by the Board of Trustees.

During the year £nil (2023: £nil) in relation to education programme development costs and arranging the annual conference was paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees). These payments were subject to the charity's related party payments process and approved by the Board of Trustees.

ACADEMY OF PROFESSIONAL DIALOGUE

**Notes to the Financial Statements (continued)
For The Year Ended 31 March 2024**

8. Analysis of net assets between funding

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2024 as represented by	17,873	0	17,873
Current assets	21,912	0	21,912
Current liabilities	<u>(4,039)</u>	<u>-</u>	<u>(4,039)</u>
	<u>17,873</u>	<u>0</u>	<u>17,873</u>

9. Analysis of unrestricted fund movements

	At 1 April 2023 £	Income £	Expenditure £	Transfer from restricted £	At 31 March 2024 £
General Fund	<u>26,484</u>	<u>47,816</u>	<u>(56,427)</u>	<u>-</u>	<u>17,873</u>
Comparative information					
	At 1 April 2022 £	Income £	Expenditure £	Transfer from restricted £	At 31 March 2023 £
General Fund	<u>81,680</u>	<u>39,082</u>	<u>(94,278)</u>	<u>-</u>	<u>26,484</u>

ACADEMY OF PROFESSIONAL DIALOGUE

**Notes to the Financial Statements (continued)
For The Year Ended 31 March 2024**

10. Analysis of unrestricted fund movements

	At 1 April 2023 £	Income £	Expenditure £	Transfer from restricted £	At 31 March 2024 £
Fund 1					
Criminal Justice Sector	-	-	-	-	-
Fund 2					
1st Generation	-	-	-	-	-
Fund 3					
US Academy	1,543	-	1,543	-	-
Fund 4					
South African Academy	-	-	-	-	-
	<u>1,543</u>	<u>-</u>	<u>1,543</u>	<u>-</u>	<u>-</u>
	At 1 April 2022 £	Income £	Expenditure £	Transfer from restricted £	At 31 March 2023 £
Fund 1					
Criminal Justice Sector	-	-	-	-	-
Fund 2					
1st Generation	15,000	-	(15,000)	-	-
Fund 3					
US Academy	443	1,688	(588)	-	1,543
Fund 4					
South African Academy	716	-	(716)	-	-
	<u>16,159</u>	<u>1,688</u>	<u>(16,304)</u>	<u>-</u>	<u>1,543</u>

Purpose of restricted funds

Fund 1

Donated by the Trustees of Prison Dialogue to promote the use of Professional Dialogue in the criminal justice sector.

Fund 2

To establish an educational programme curriculum for accredited Professional Dialogue Practitioners, and to provide bursaries to subsidise programme fees for those from low-income sectors or countries.

Fund 3

50% of membership fees paid by members from the US is ring-fenced for transfer to the US Academy of Professional Dialogue.

Fund 4

Income generated through activities in South Africa to support the development of Professional Dialogue in South Africa.

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales - Charity number 1177022

Accounts

Company number: 10685375
Charity number: 1177022

ACADEMY OF PROFESSIONAL DIALOGUE
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2023

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ACADEMY OF PROGESSIONAL DIALOGUE

REPORT OF THE TRUSTEES For the year ended 31 March 2023

The Trustees present their report and the financial statements for the year ended 31 March 2023. The Trustees, who are also directors for the purposes of company law and who have served during the year and up to the date of this report, are set below.

1 LEGAL AND ADMINISTRATIVE INFORMATION

Academy of Professional Dialogue was incorporated on 22 March 2017. The Charity is a Company Limited by Guarantee and is registered with the Charities Commission.

Accountants

Hazlewoods LLP
Staverton Court
Staverton
Cheltenham
GL51 0UX

Registered Office

Staverton Court
Staverton
Cheltenham
GL51 0UX

Bankers

NatWest Bank plc
31 Rother Street
Stratford-upon-Avon
Warwickshire
CV37 6ZS

2 GOVERNANCE AND MANAGEMENT

Governing document

The Charity's governing document is the Charity Commission's model Memorandum & Articles of Association.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees

The trustees serving during the year and since the year end were as follows:

Mr P Garrett
Mr L Almqvist
Ms J Ball
Mr T Kottner (appointed 23 June 2022)
Ms N Dixon (resigned 7 September 2023)
Mr M Elam (appointed 6 July 2022 and resigned 15 November 2023)

Company Secretary

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)

For the year ended 31 March 2023

2 GOVERNANCE AND MANAGEMENT (Continued)

The procedures for the appointment and removal of trustees are set out in the charity's Articles of Association.

Organisational structure

The charity's affairs are managed by a Board of Trustees with appropriate professional and business backgrounds from the UK, Argentina and Sweden. Day-to-day responsibility for the operation of the charity is delegated to Peter Garrett and Jane Ball who are resident in the UK.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have implemented and maintained an active risk register.

3 PRINCIPAL ACTIVITY AND OBJECTIVES

Objectives and aims

The objectives of the charity are for the public benefit and advancement of education including by promotion and providing education and training in professional dialogue and undertaking and publishing the useful results of studies and research work in professional dialogue and related subjects.

4 REVIEW OF ACTIVITIES

Chairman's report

Purpose

The Academy is a non-profit educational charity with the constituted purpose of:

- Making Professional Dialogue available for the benefit of the public and society
- Promoting and providing education and training in Professional Dialogue
- Undertaking and publishing the useful results of studies and research work in Professional Dialogue and related subjects

The current emphasis is on establishing the organizational standing of Professional Dialogue as highlighted by the theme of this year's annual conference: *Your Organization Needs Dialogue!*

Education

The Academy offers a six-month accreditation programme called *A Different Way of Working*. Graduates are entitled to use the post-nominal initials APDP (Accredited Professional Dialogue Practitioner) and are authorised to deliver the Academy's various certificated courses including *Dialogic Engagement*, *Dialogic Decision-Making*, *Dialogue as a Practice* and *Why Dialogue?*

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued) For the year ended 31 March 2023

This year saw completion of the third annual programme and there are now 30 APDPs at the heart of the Academy (from Belgium, Canada, Germany, Iran, South Africa, UK and USA). Scholarships are offered by the Academy and have proven particularly effective in supporting thriving Dialogue work in Iran, under the guidance of Parveen Daeipour, and South Africa. The PSAB (Professional Standards and Accreditation Board) manages the ongoing development and codification of the Academy's professional curriculum and is chaired by Harold Clarke with support from Jane Ball, Lars Ake-Almqvist, Peter Garrett, Glenna Gerrard, Tzofnat Peleg-Baker and Jim Tebbe. The PSAB's third consultation, to determine criteria for Dialogic Intervention, being led by Jim Tebbe, Jane Ball, Bill Isaacs, Lars-Ake Almqvist and Peter Garrett, is nearing completion. The fourth consultation, to determine Professional Standards, is due to start in 2024.

Outreach

The primary outreach activities to engage the public are the Academy's international conferences and its publishing. Since I wrote the last annual report, we have enjoyed two successful conferences. Last year's conference *Dialogue as Story* followed fast on my last report and we have just completed our sixth annual international conference in our bespoke online conference centre. The theme was *Your Organization Needs Dialogue!* and the five half-days progressed through considerations of What is Dialogue? Dialogic Leadership? Dialogic Decision-Making? Dialogic Culture? and Multi-Stakeholder Dialogues? As well as panels of prominent advocates and practitioners of Professional Dialogue, smaller Participatory Dialogues were co-facilitated by the APDPs. Highlights of the proceedings with 225 participants from 6 continents will be published, and the same themes are being taken deeper into practice through sessions during the first half of 2024 open to APDPs and anyone who attended the conference. Dialogue Publications (the Academy's imprint) has published content from each annual conference as well as books by Marie-Eve Marchand and Peter Garrett. The most recent publication is *The World Needs Dialogue! Five: Dialogue As Story* that breaks new theoretical ground. Thanks go to Helena Wagener, who was the copy editor for the book, and Natalia Sobrino-Saeb for her role engaging the many contributors. The first podcast, related to Peter's book *A New Kind of Dialogue* is due for release towards the end of this year.

Research

The Academy is at last in position to initiate its first research project and funding is currently being sought to support the introduction of Dialogue Skills into the School Classroom led by Jane Ball. APDPs in Iran and South Africa are likely to be central to this work, as well as those in one or two other countries.

Governance

The Trustees are the executive officers of the charity. It is their responsibility to set the direction of the organisation, to realise its purpose, and to ensure this is done in a legally and financially responsible way. They meet monthly, and to ensure transparency the records of all their meetings are posted in the Members' Website. The Trustees are Lars-Åke Almqvist (Sweden), Jane Ball (UK), Peter Garrett (UK), Thomas Kottner (Argentina) and Marcus Elam (USA). Our thanks to Nancy Dixon, who left the board earlier this year, for her contribution to the Board's considerations over several years. There are around 20 Voting Members appointed by the Board of Trustees and their role is comparable to that of shareholders. They are encouraged to support and to hold the Trustees to account to realise its purpose.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued) For the year ended 31 March 2023

They are the pool from which Trustees are selected, and they have voting rights at the Annual General Meetings. The Board is supported in its strategic thinking by the Strategic Advisory Group led by Thomas Kottner.

Administration

Bobby Frazier assumed the role of Director of Operations on Mark Seneschal's retirement at the start of 2023. She has played a lively and effective role in helping to develop the charity. Jane Ball has held the Trustee's oversight by providing a strong presence and contributing substantial time and attention to ensure the operations perform well in serving the purposes of the charity. She also chairs the Finance Board along with Lars-Ake Almqvist and support from Bobby Frazier.

5 RESERVES POLICY

The charity requires a reserve equal to three months' running costs to be maintained.

6 FINANCIAL REVIEW

During the year the charity raised unrestricted fund income of £39,082 (2022 - £127,466), restricted fund income of £1,688 (2022 - £1,733) and expended £110,582 (2022 - £115,867) in charitable activities, leaving net outgoing/(incoming) resources for the year of £69,812 (2022 - (£13,332)). Please see note 8, which includes details of a restatement which has been made to the figures for the year ended 31 March 2022.

These accounts cover the period from 1 April 2022 to 31 March 2023. During this time the Trustees had delegated the management of the Academy's finances to the Director of Operations. The primary income for the Academy each year is generated by the annual conference that is held in October/November. The Operations Manager was confident that the 2022 conference would be as profitable as previous years, based on a strong marketing campaign. In fact, the marketing campaign was ineffectual, and in the closing weeks it became apparent that the number of registrants was substantially reduced. The outcome was that the resources of the Academy had continued to be expended at a steady rate whilst the income was substantially reduced. Once the financial position became evident, the Operations Manager promptly resigned and other support contracts were not renewed. The Trustees have taken steps to manage this situation by reducing costs, to ensure the financial security of the charity.

The Academy, being reluctant to commit to employing staff, has continued to use contractors. The cost of these self-employed individuals, who do not work exclusively for the Academy, are listed in the accounts as consultancy fees. Contractors have covered roles such as Operations Manager, marketing and events, membership support, book-keeping and financial reporting, editing and student engagement.

Bursaries during this financial year were made in the form of scholarships to five individuals for the 2022 accredited programme A Different Way of Working, and three for the 2023 programme. The beneficiaries are from South Africa, Iran, and China, supporting the Academy's international educational mission. These practitioners have had access to the six-month programme and continuing professional development. Some of the Academy's developmental activities, such as development of educational courses and curriculum consultations, have been carried forward on a pro bono basis due to the lack of funding for this work.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)

For the year ended 31 March 2023

7 STAFF NUMBERS

The average number of persons employed by the charity during the year was 5 (2022 – 5).

8 STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that year. In preparing these financial statements, the Trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- Observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees have overall responsibility for ensuring that the company has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for the taking reasonable steps for the prevention and detection of fraud and other irregularities.

9 INDEPENDENT EXAMINERS

The Trustees recommend that Hazlewoods LLP remain in office until further notice.

10 SMALL COMPANY EXEMPTION

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the Trustees

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS For the year ended 31 March 2023

I report to the Charity trustees on my examination of the financial statements of Academy of Professional Dialogue for the year ended 31 March 2023, which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of Trustees and Examiner

As the Charity's Trustees of the Company (who are also the Directors of the company for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with such records; or
- the financial statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Charities SORP (FRS102).

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 financial statements to be reached.

**S LAWRENCE FCA DChA
HAZLEWOODS LLP**

Staverton, Cheltenham

Chartered Accountants and Registered Auditors

ACADEMY OF PROFESSIONAL DIALOGUE

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2023**

		Unrestricted Funds	Restricted Funds	Total 2023	As restated Total 2022
	Notes	£	£	£	£
INCOME AND EXPENDITURE					
Incoming Resources					
Charitable activities	2	39,082	1,688	40,770	110,199
		<u>39,082</u>	<u>1,688</u>	<u>40,770</u>	<u>110,199</u>
TOTAL INCOMING RESOURCES		<u><u>39,082</u></u>	<u><u>1,688</u></u>	<u><u>40,770</u></u>	<u><u>110,199</u></u>
Resources Expended					
Charitable activities	3	94,278	16,304	110,582	115,867
		<u>94,278</u>	<u>16,304</u>	<u>110,582</u>	<u>115,867</u>
TOTAL RESOURCES EXPENDED		<u><u>94,278</u></u>	<u><u>16,304</u></u>	<u><u>110,582</u></u>	<u><u>115,867</u></u>
Net (outgoing)/incoming resources		(55,196)	(14,616)	(69,812)	(5,668)
Transfer between funds		-	-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		(55,196)	(14,616)	(69,812)	(5,668)
ACCUMULATED FUND BROUGHT FORWARD AT BEGINNING OF YEAR		<u>81,680</u>	<u>16,159</u>	<u>97,839</u>	<u>103,507</u>
ACCUMULATED FUND CARRIED FORWARD AT END OF YEAR		<u><u>£ 26,484</u></u>	<u><u>£ 1,543</u></u>	<u><u>£ 28,027</u></u>	<u><u>£ 97,839</u></u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All the above amounts relate to continuing activities. None of the company's activities were acquired or discontinued during this financial year.

ACADEMY OF PROFESSIONAL DIALOGUE**BALANCE SHEET
As at 31 March 2023**

Company number: 10685375

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	As restated Total 2022 £
CURRENT ASSETS					
Prepayments		-	-	-	4,518
Cash at bank and in hand		30,434	1,543	31,977	114,563
CREDITORS due within one year					
	5	(3,950)	-	(3,950)	(21,242)
NET CURRENT ASSETS					
		26,484	1,543	28,027	97,839
TOTAL ASSETS LESS CURRENT LIABILITIES					
		26,484	1,543	28,027	97,839
NET ASSETS					
		£ 26,484	£ 1,543	£ 28,027	£ 97,839
REPRESENTED BY:					
Accumulated fund		£ 26,484	£ 1,543	£ 28,027	£ 97,839

Trustees' Statements required by Section 475

In approving these financial statements as Trustees of the company, the Trustees hereby confirm:-

- For the year to 31 March 2023, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies;
- The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.
- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the Trustees and authorised for issue on and signed on its behalf by:

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS

As at 31 March 2023

1 ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

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

The presentational currency of the financial statements is UK £, being the functional currency of the primary economic environment in which the company operates. Monetary amounts in these financial statements are rounded to the nearest £.

Academy of Professional Dialogue meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees consider that there are no material uncertainties about the company's ability to continue as a going concern.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the financial statements, the Trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required and have concluded that no restatements were required.

Cash Flow

The Charity has taken advantage of the exemption in FRS102 from the requirement to produce a cash flow statement because it is a small Charity.

Incoming Resources

Donations, gifts and legacies represent amounts received during the year, together with any associated tax refund. Gifts in kind for use by the charity are recognised as incoming resources when receivable at a reasonable estimate of their value. Assets given for distribution are only recognised when distributed.

Grants receivable for specific purposes are credited to the statement of financial activities in the year to which they relate as soon as conditions for receipt have been met. Unspent balances are carried forward to subsequent years within restricted funds.

Grants for immediate financial support or received against costs previously incurred are recognised immediately in the Statement of Financial Activities. Voluntary income is shown gross before deduction of fund-raising expenditure.

Resources Expended

All expenditure is accounted for under the accruals concept. The irrecoverable element of Value Added Tax is included within the item of expense to which it relates.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued) For the year ended 31 March 2023

1 ACCOUNTING POLICIES (Continued)

Funds

General unrestricted funds comprise accumulated surpluses and deficits on general activities. They are available for use at the discretion of the trustees in furtherance of the company's objectives. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There is a single restricted fund, which is restricted for use in the Criminal Justice sector.

Taxation

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these financial statements. The company is not registered for VAT.

Going concern

The Trustees have reviewed the finances and believe they have adequate reserves for the current level of activities. The Trustees have taken steps to manage the reserves of the charity, by reducing costs since the year end. On this basis, it will be able to continue as a going concern for at least the next twelve months and they have therefore prepared the financial statements on the going concern basis.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2023

2 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	As restated Total 2022 £
Membership fees	10,919	1,688	12,607	11,377
Conference fees	22,170	-	22,170	87,861
Education programmes	5,993	-	5,993	10,961
	<u>£ 39,082</u>	<u>£ 1,688</u>	<u>£ 40,770</u>	<u>£ 110,199</u>

Of the income received of £40,770 in 2023 (2022: £110,199), £39,082 (2022: £108,466) was unrestricted funds and £1,688 (2022: £1,733) was restricted funds.

3 CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Legal and professional fees	5,338	588	5,926	7,712
Website development and computer costs	9,339	-	9,339	10,898
Accountancy	3,093	-	3,093	1,200
Bank charges	485	-	485	615
Printing and stationery	812	-	812	467
Conference expenses	5,343	-	5,343	34,616
Consultancy fees	57,784	-	57,784	28,052
Education programmes development cost	-	-	-	32,307
Bursaries for education development programmes	12,084	15,716	27,800	-
	<u>£ 94,278</u>	<u>£ 16,304</u>	<u>£ 110,582</u>	<u>£ 115,867</u>

Of the expenditure of £110,582 in 2023 (2022: £115,867), £94,278 (2022: £82,765) was unrestricted funds and £16,304 (2022: £33,102) was restricted funds.

Grants payable in furtherance of the charity's objectives for the public benefit

	Total 2023 £	Total 2022 £
Made to institutions	£ 27,800	£ -

During the year, £27,800 of payments were made to Dialogue Associates Limited in respect of Bursaries to assist individuals to be able to attend education development programmes. The bursaries were for the benefit of individuals.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2023

4 TAXATION

The company does not trade for profit therefore no corporation tax liability arises on its results.

5 CREDITORS DUE IN LESS THAN ONE YEAR

	As restated	
	2023	2022
	£	£
Accruals	2,700	1,200
Other creditors	-	19,000
Deferred income	1,250	1,042
	<hr/>	<hr/>
	£ 3,950	£ 21,242
	<hr/> <hr/>	<hr/> <hr/>

6 COMPANY LIMITED BY GUARANTEE

Academy of Professional Dialogue is a company limited by guarantee and accordingly does not have a share capital.

7 TRUSTEES' EXPENSES

During the year £27,800 (2022 - £nil) in relation to bursaries were paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees). These payments were subject to the charity's related party payments process and approved by the Board of Trustees.

During the year £nil (2022 - £56,317) in relation to education programme development costs and arranging the annual conference was paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees). These payments were subject to the charity's related party payments process and approved by the Board of Trustees.

8 RESTATEMENT OF YEAR ENDED 31 MARCH 2022

The accounts for the year ended 31 March 2022 have been restated. £19,000 was received in January 2022 and was included in Education Programmes income when the accounts for the year ended 31 March 2022 were prepared. The £19,000 was received by the Academy of Professional Dialogue in error and should have been paid to Dialogue Associates Limited instead for participation in the Next Generation Programme which Dialogue Associates Limited runs. Academy of Professional Dialogue subsequently transferred the £19,000 to Dialogue Associates Limited in April 2022. The £19,000 should have therefore been recognised in other creditors in the 2022 accounts rather than income.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2023

9 ANALYSIS OF NET ASSETS BETWEEN FUNDING

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2023 as represented by:	26,484	1,543	28,027
Current assets	30,434	1,543	31,977
Current liabilities	(3,950)	-	(3,950)
	<u>£ 26,484</u>	<u>£ 1,543</u>	<u>£ 28,027</u>

10 ANALYSIS OF UNRESTRICTED FUND MOVEMENTS

	At 1 April 2022 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2023 £
General Fund	81,680	39,082	(94,278)	-	26,484
	<u>£ 81,680</u>	<u>£ 39,082</u>	<u>£ (94,278)</u>	<u>£ -</u>	<u>£ 26,484</u>

Comparative information

	At 1 April 2021 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2022 £
General Fund	55,979	108,466	(82,765)	-	81,680
	<u>£ 55,979</u>	<u>£ 108,466</u>	<u>£ (82,765)</u>	<u>£ -</u>	<u>£ 81,680</u>

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2023

11 ANALYSIS OF RESTRICTED FUND MOVEMENTS

	At 1 April 2022 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2023 £
Fund 1					
Criminal Justice Sector	-	-	-	-	-
Fund 2					
1 st Generation	15,000	-	(15,000)	-	-
Fund 3					
US Academy	443	1,688	(588)	-	1,543
Fund 4					
South African Academy	716	-	(716)	-	-
	<u>£ 16,159</u>	<u>£ 1,688</u>	<u>£ (16,304)</u>	<u>£ -</u>	<u>£ 1,543</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2022 £
Fund 1					
Criminal Justice Sector	-	-	-	-	-
Fund 2					
1 st Generation	47,087	-	(32,087)	-	15,000
Fund 3					
US Academy	-	1,458	(1,015)	-	443
Fund 4					
South African Academy	441	275	-	-	716
	<u>£ 47,528</u>	<u>£ 1,733</u>	<u>£ (33,102)</u>	<u>£ -</u>	<u>£ 16,159</u>

Purpose of restricted funds

Fund 1

Donated by the Trustees of Prison Dialogue to promote the use of Professional Dialogue in the criminal justice sector.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 March 2023

11 ANALYSIS OF RESTRICTED FUND MOVEMENTS (CONTINUED)

Fund 2

To establish an educational programme curriculum for accredited Professional Dialogue Practitioners, and to provide bursaries to subsidise programme fees for those from low-income sectors or countries.

Fund 3

50% of membership fees paid by members from the US is ring-fenced for transfer to the US Academy of Professional Dialogue.

Fund 4

Income generated through activities in south Africa to support the development of Professional Dialogue in South Africa.

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales - Charity number 1177022

Accounts

Company number: 10685375
Charity number: 1177022

ACADEMY OF PROFESSIONAL DIALOGUE
(A Company Limited by Guarantee)

TRUSTEES REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2022

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ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES For the year ended 31 March 2022

The Trustees present their report and the financial statements for the year ended 31 March 2022. The Trustees, who are also directors for the purposes of company law and who have served during the year and up to the date of this report, are set below.

1 LEGAL AND ADMINISTRATIVE INFORMATION

Academy of Professional Dialogue was incorporated on 22 March 2017. The Charity is a Company Limited by Guarantee and is registered with the Charities Commission.

Accountants

Hazlewoods LLP
Staverton Court
Staverton
Cheltenham
GL51 0UX

Registered Office

The Firs
The Square
Chipping Campden
Gloucestershire
GL55 6AL

Bankers

NatWest Bank plc
31 Rother Street
Stratford-upon-Avon
Warwickshire
CV37 6ZS

2 GOVERNANCE AND MANAGEMENT

Governing document

The Charity's governing document is the Charity Commission's model Memorandum & Articles of Association.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees

The trustees serving during the year and since the year end were as follows:

Mr P Garrett
Mr L Almqvist
Ms J Ball
Ms N Dixon (appointed 20 January 2022)
Mr M Elam (appointed 6 July 2022)
Mr T Kottner (appointed 23 June 2022)
Mr T Nevalainen (resigned 28 January 2022)
Mr R Sarly (resigned 3 August 2021)
Dr M Seneschall (resigned 19 March 2022)

Company Secretary

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)

For the year ended 31 March 2022

2 GOVERNANCE AND MANAGEMENT (Continued)

The procedures for the appointment and removal of trustees are set out in the charity's Articles of Association.

Organisational structure

The charity's affairs are managed by a Board of Trustees with appropriate professional and business backgrounds from the UK, Sweden, USA and Finland. Day-to-day responsibility for the operation of the charity is delegated to Peter Garrett and Jane Ball who are resident in the UK.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have implemented and maintained an active risk register.

3 PRINCIPAL ACTIVITY AND OBJECTIVES

Objectives and aims

The objectives of the charity are for the public benefit and advancement of education including by promotion and providing education and training in professional dialogue and undertaking and publishing the useful results of studies and research work in professional dialogue and related subjects.

4 REVIEW OF ACTIVITIES

Chairman's report

The Academy's purpose as a non-profit educational charity is to make Professional Dialogue available for the benefit of the public and society. To achieve this, the Academy is working to ensure that practitioners are recognised as professional people, and this has progressed well during the past year. We now have 15 Accredited Professional Dialogue Practitioners who are confident and competent to deliver the Academy's educational courses. Our annual ***The World Needs Dialogue!*** conferences continue to attract people from many countries, and the resulting publications are providing generous evidence of Dialogue making a material difference in many areas of endeavour. The sequence of the conference and publication themes graphically chart our journey, from *Gathering the Field* (2018), *Setting the Bearings* (2019), *Shaping the Profession* (2020), *Putting Dialogue to Work* (2021) and the innovative upcoming *Dialogue as Story* (2022).

Governance

The Trustees are the executive officers of the charity. It is their responsibility to set the direction of the organisation, to realise its purpose, and to ensure this is done in a legally and financially responsible way. They meet monthly, and to ensure transparency the records of all their meetings are posted in the Members' Website. The current Trustees are Peter Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued) For the year ended 31 March 2022

(Chair, UK), Lars-Åke Almqvist (Sweden), Jane Ball (UK), Thomas Kottner (Argentina), Nancy Dixon and Marcus Elam (USA). Our thanks for their substantial contribution over previous years go to Timo Nevalainen (Finland) and Mark Seneschall (UK) both of whom retired late last year. We have 20 Voting Members appointed by the Board of Trustees to act as the shareholders of the charity. They are encouraged to support the charity to realise its purpose, and they have a vote at the Academy's General Meetings.

Administration

This year Mark Seneschall was appointed Operations Director, a newly created part-time role. He has been very effective in ensuring our governance processes and decisions are well documented, without which the charity cannot grow in scope and stature. Mark, Jane and Lars are responsible for the Finance Board that provides budgetary guidance to the Board of Trustees, and Mark manages the Academy's day-to-day remittances. He provides direction for Bobby Frazier (Members and Marketing), and to other part-time team members this year of Bethany Smith (Administration), Helena Wagener (Dialogue Publications Editor) and Natalia Sobrino-Saeb (Conference). Despite her desire to step back, and being unpaid as a Trustee, Jane Ball has been a tireless contributor to the administration and overall progress of the Academy. She is very much appreciated for all her work.

Professional Standards and Accreditation Board (PSAB)

The PSAB is a standing committee appointed by the Trustees to determine a) the accreditation of individual and organizational members, b) the recognition of educational courses and programmes, and c) the Professional Standards of those who represent the Academy. The PSAB's first 18-month consultation defined the accreditation criteria for Professional Dialogue Practitioners at the first focus of *Bringing Dialogue into the Room*, whilst the second related to organizational accreditation. The third consultation began early in 2022 to define the criteria for the second focus of *Dialogic Intervention*. This consultation is currently being led by Peter Garrett, Jim Tebbe, Bill Isaacs, Jane Ball and Lars-Åke Almqvist and is expected to continue throughout 2023.

Educational Programme

The PSAB's consultation on criteria for *Bringing Dialogue into the Room* resulted in the Academy's five-month accredited programme called *A Different Way of Working* (formerly called the Next Generation). Despite some teething problems with the first cohort, the second programme in 2022 was robust and effective. We now have 15 Accredited Professional Dialogue Practitioners (APDPs) who make up the lively APDP Community. The third programme starts in February 2023. These APDPs are recognised as confident and competent to deliver the Academy's certificated educational courses, and indeed the *Dialogic Engagement* course has already been run 10 times in the past year with APDP co-facilitators from the UK, South Africa and Iran. *Dialogic Decision-making* and *Working Dialogue* are further certificated courses ready for use by the APDPs.

Annual Conference: *The World Needs Dialogue!*

I reported on the Academy's fourth conference at the last AGM, and as I write the fifth conference has yet to convene. As previously, people have registered from all over the world, and this year for the first time we have participants from Taiwan, Nigeria and Australia. The

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)

For the year ended 31 March 2022

conference will be held online, with the theme *Dialogue as Story*. This is an enquiry into the sense-making process that leads to fragmentation in human consciousness and is a highly innovative and participatory approach.

Dialogue Publications

Each year Dialogue Publications publishes material derived from the previous annual conference. The fourth such volume will be launched on the first day of the upcoming 2022 conference. The two main purposes are to a) make accounts of Professional Dialogue work available to an international audience, and b) recognise and raise the profile of those undertaking good professional work.

Remarkably, this year's volume includes case studies of over 40 practitioner/authors who have never previously been published. Huge thanks go to Cliff Penwell who, after four years, hands over his role as editor to Helena Wagener. Dialogue Publications would not be what it is without Cliff's pro bono contribution. Other Dialogue Publications titles are *The Spirit of Dialogue in a Digital Age* by Marie- Eve Marchand, and *A New Kind of Dialogue* by Peter Garrett which was recently reviewed as follows: 'It becomes abundantly clear that dialogue is a creative, courageous and sensitive way of addressing our collective challenges. The book is a rich, radical, visionary and immensely practical contribution that illustrates the potential of dialogue to transform systems, organisations and society in a dynamic and generative fashion.

We close the year satisfied that despite limited resources we are proceeding firmly, steadily and with clear purpose.

Peter Garrett

Chair of the Board of Trustees October 2022

5 RESERVES POLICY

The charity requires a reserve equal to three months' running costs to be maintained.

6 STAFF NUMBERS

The average number of persons employed by the charity during the year was 5 (2021 – 5).

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)

For the year ended 31 March 2022

7 STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that year. In preparing these financial statements, the Trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- Observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice),
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees have overall responsibility for ensuring that the company has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for the taking reasonable steps for the prevention and detection of fraud and other irregularities.

8 INDEPENDENT EXAMINERS

The Trustees recommend that Hazlewoods LLP remain in office until further notice.

9 SMALL COMPANY EXEMPTION

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the Trustees

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS For the year ended 31 March 2022

I report to the Charity trustees on my examination of the financial statements of Academy of Professional Dialogue for the year ended 31 March 2021, which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of Trustees and Examiner

As the Charity's Trustees of the Company (who are also the Directors of the company for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with such records; or
- the financial statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Charities SORP (FRS102).

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 financial statements to be reached.

**S LAWRENCE FCA DChA
HAZLEWOODS LLP**

Staverton, Cheltenham

Chartered Accountants and Registered Auditors

ACADEMY OF PROFESSIONAL DIALOGUE

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME AND EXPENDITURE					
Incoming Resources					
Charitable activities	2	127,466	1,733	129,199	100,458
TOTAL INCOMING RESOURCES		127,466	1,733	129,199	100,458
Resources Expended					
Charitable activities	3	82,765	33,102	115,867	65,395
TOTAL RESOURCES EXPENDED		82,765	33,102	115,867	65,395
Net incoming/(outgoing) resources		44,701	(31,369)	13,332	35,063
Transfer between funds		-	-	-	-
Net movement in funds		44,701	(31,369)	13,332	35,063
ACCUMULATED FUND BROUGHT FORWARD AT BEGINNING OF YEAR		55,979	47,528	103,507	68,444
ACCUMULATED FUND CARRIED FORWARD AT END OF YEAR		£ 100,680	£ 16,159	£ 116,839	£ 103,507

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All the above amounts relate to continuing activities. None of the company's activities were acquired or discontinued during this financial year.

ACADEMY OF PROFESSIONAL DIALOGUE**BALANCE SHEET**
As at 31 March 2022

Company number: 10685375

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
CURRENT ASSETS					
Prepayments		4,518	-	4,518	4,518
Cash at bank and in hand		98,404	16,159	114,563	101,379
CREDITORS					
due within one year	5	(2,242)	-	(2,242)	(2,390)
<hr/>					
NET CURRENT ASSETS		100,680	16,159	116,839	103,507
<hr/>					
TOTAL ASSETS LESS CURRENT LIABILITIES		100,680	16,159	116,839	103,507
<hr/>					
NET ASSETS		£ 100,680	£16,159	£ 116,839	£ 103,507
<hr/>					
REPRESENTED BY:					
Accumulated fund		£ 100,680	£ 16,519	£ 116,839	£ 103,507

Trustees' Statements required by Section 475

In approving these financial statements as Trustees of the company, the Trustees hereby confirm:-

- (a) For the year to 31 March 2022, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies;
- (b) The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.
- (c) The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of financial statements.

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

Approved by the Trustees and authorised for issue on and signed on its behalf by:

Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS

As at 31 March 2022

1 ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

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

The presentational currency of the financial statements is UK £, being the functional currency of the primary economic environment in which the company operates. Monetary amounts in these financial statements are rounded to the nearest £.

Academy of Professional Dialogue meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees consider that there are no material uncertainties about the company's ability to continue as a going concern.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the financial statements, the Trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required and have concluded that no restatements were required.

Cash Flow

The Charity has taken advantage of the exemption in FRS102 from the requirement to produce a cash flow statement because it is a small Charity.

Incoming Resources

Donations, gifts and legacies represent amounts received during the year, together with any associated tax refund. Gifts in kind for use by the charity are recognised as incoming resources when receivable at a reasonable estimate of their value. Assets given for distribution are only recognised when distributed.

Grants receivable for specific purposes are credited to the statement of financial activities in the year to which they relate as soon as conditions for receipt have been met. Unspent balances are carried forward to subsequent years within restricted funds.

Grants for immediate financial support or received against costs previously incurred are recognised immediately in the Statement of Financial Activities. Voluntary income is shown gross before deduction of fund-raising expenditure.

Resources Expended

All expenditure is accounted for under the accruals concept. The irrecoverable element of Value Added Tax is included within the item of expense to which it relates.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued) For the year ended 31 March 2022

1 ACCOUNTING POLICIES (Continued)

Funds

General unrestricted funds comprise accumulated surpluses and deficits on general activities. They are available for use at the discretion of the trustees in furtherance of the company's objectives. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There is a single restricted fund, which is restricted for use in the Criminal Justice sector.

Taxation

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these financial statements. The company is not registered for VAT.

Going concern

The Trustees have reviewed the finances and believe they have adequate reserves for the current level of activities. On this basis, it will be able to continue as a going concern for at least the next twelve months and they have therefore prepared the financial statements on the going concern basis.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

2 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Membership fees	9,644	1,733	11,377	13,269
Conference fees	87,861	-	87,861	68,966
Education programmes	29,961	-	29,961	18,223
	<u>£ 127,466</u>	<u>£ 1,733</u>	<u>£ 129,199</u>	<u>£ 100,458</u>

Of the income received of £129,199 in 2022 (2021: £100,458), £127,466 (2021: £90,708) was unrestricted funds and £1,733 (2021: £9,750) was restricted funds.

3 CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Legal and professional fees	6,697	1,015	7,712	4,102
Website development and computer costs	10,898	-	10,898	15,466
Accountancy	1,200	-	1,200	1,140
Bank charges	615	-	615	862
Printing and stationery	467	-	467	266
Administration services	-	-	-	800
Conference expenses	34,616	-	34,616	1,445
Consultancy fees	28,052	-	28,052	16,973
Education programmes development cost	220	32,087	32,307	24,341
	<u>£ 82,765</u>	<u>£ 33,102</u>	<u>£ 115,867</u>	<u>£ 65,395</u>

Of the expenditure of £115,867 in 2022 (2021: £65,395), £82,765 (2021: £39,290) was unrestricted funds and £33,102 (2021: £26,105) was restricted funds.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 March 2022

4 TAXATION

The company does not trade for profit therefore no corporation tax liability arises on its results.

5 CREDITORS DUE IN LESS THAN ONE YEAR

	2022	2021
	£	£
Accruals	1,200	1,140
Deferred income	1,042	1,250
	<hr/>	<hr/>
	£ 2,242	£ 2,390
	<hr/>	<hr/>

6 COMPANY LIMITED BY GUARANTEE

Academy of Professional Dialogue is a company limited by guarantee and accordingly does not have a share capital.

7 TRUSTEES' EXPENSES

During the period, £nil (2021 - £200) in relation administration fees was paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees).

During the period £56,317 (2001 - £nil) in relation to education programme development costs and arranging the annual conference was paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees). These payments were subject to the charity's related party payments process and approved by the Board of Trustees.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

8 ANALYSIS OF NET ASSETS BETWEEN FUNDING

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2022 as represented by:	100,680	16,159	116,839
Current assets	102,922	16,159	119,081
Current liabilities	(2,242)	-	(2,242)
	<u>£ 100,680</u>	<u>£ 16,159</u>	<u>£116,839</u>

9 ANALYSIS OF UNRESTRICTED FUND MOVEMENTS

	At 1 April 2021 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2022 £
General Fund	55,979	127,466	(82,765)	-	100,680
	<u>£ 55,979</u>	<u>£ 127,466</u>	<u>£ (82,765)</u>	<u>£ -</u>	<u>£ 100,680</u>

Comparative information

	At 1 April 2020 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2021 £
General Fund	5,151	90,708	(39,290)	(590)	55,979
	<u>£ 5,151</u>	<u>£ 90,708</u>	<u>£ (39,290)</u>	<u>£ (590)</u>	<u>£ 55,979</u>

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 March 2022

10 ANALYSIS OF RESTRICTED FUND MOVEMENTS

	At 1 April 2021 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2022 £
Fund 1					
Criminal Justice Sector	-	-	-	-	-
Fund 2					
1 st Generation	47,087	-	(32,087)	-	15,000
Fund 3					
US Academy	-	1,458	(1,015)	-	443
Fund 4					
South African Academy	441	275	-	-	716
	<u>£ 47,528</u>	<u>£ 1,733</u>	<u>£ (33,102)</u>	<u>£ -</u>	<u>£ 16,159</u>

	At 1 April 2020 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2021 £
Fund 1					
Criminal Justice Sector	8,004	-	(8,537)	533	-
Fund 2					
1 st Generation	53,587	8,500	(15,000)	-	47,087
Fund 3					
US Academy	321	1,250	(1,628)	57	-
Fund 4					
South African Academy	1,381	-	(940)	-	441
	<u>£ 63,293</u>	<u>£ 9,750</u>	<u>£ (26,105)</u>	<u>£ 590</u>	<u>£ 47,528</u>

Purpose of restricted funds

Fund 1

Donated by the Trustees of Prison Dialogue to promote the use of Professional Dialogue in the criminal justice sector.

Fund 2

To establish an educational programme curriculum for accredited Professional Dialogue Practitioners, and to provide bursaries to subsidise programme fees for those from low-income sectors or countries.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 March 2022

10 ANALYSIS OF RESTRICTED FUND MOVEMENTS (CONTINUED)

Fund 3

50% of membership fees paid by members from the US is ring-fenced for transfer to the US Academy of Professional Dialogue.

Fund 4

Income generated through activities in south Africa to support the development of Professional Dialogue in South Africa.

ACADEMY OF PROFESSIONAL DIALOGUE

England & Wales - Charity number 1177022

Accounts

Company number: 10685375
Charity number: 1177022

ACADEMY OF PROFESSIONAL DIALOGUE
(A Company Limited by Guarantee)

TRUSTEES REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2021

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ACADEMY OF PROGESSIONAL DIALOGUE

REPORT OF THE TRUSTEES

For the year ended 31 March 2021

The Trustees present their report and the financial statements for the year ended 31 March 2021. The Trustees, who are also directors for the purposes of company law and who have served during the year and up to the date of this report, are set below.

1 LEGAL AND ADMINISTRATIVE INFORMATION

Academy of Professional Dialogue was incorporated on 22 March 2017. The Charity is a Company Limited by Guarantee and is registered with the Charities Commission.

Accountants

Hazlewoods LLP
Staverton Court
Staverton
Cheltenham
GL51 0UX

Registered Office

The Firs
The Square
Chipping Campden
Gloucestershire
GL55 6AL

Bankers

NatWest Bank plc
31 Rother Street
Stratford-upon-Avon
Warwickshire
CV37 6ZS

2 GOVERNANCE AND MANAGEMENT

Governing document

The Charity's governing document is the Charity Commission's model Memorandum & Articles of Association.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Trustees

The trustees serving during the year and since the year end were as follows:

Mr P Garrett
Mr L Almqvist
Ms J Ball
Mr R Sarly
Mr T Nevalainen
Dr M Seneschall

Company Secretary

Mr P Garrett

The procedures for the appointment and removal of trustees are set out in the charity's Articles of Association.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued) For the year ended 31 March 2021

2 GOVERNANCE AND MANAGEMENT (Continued)

Organisational structure

The charity's affairs are managed by a Board of Trustees with appropriate professional and business backgrounds from the UK, Sweden, USA and Finland. Day-to-day responsibility for the operation of the charity is delegated to Peter Garrett and Jane Ball who are resident in the UK.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The trustees have implemented and maintained an active risk register.

3 PRINCIPAL ACTIVITY AND OBJECTIVES

Objectives and aims

The objectives of the charity are for the public benefit and advancement of education including by promotion and providing education and training in professional dialogue and undertaking and publishing the useful results of studies and research work in professional dialogue and related subjects.

4 REVIEW OF ACTIVITIES

Chairman's report

This has been another calendar year of steady progress for the Academy. Our membership has expanded in scope and is stable in numbers, the annual conferences have a wider reach and are recognised for providing continuing professional development, our publications add weight to the international literature on Professional Dialogue, our Professional Standards and Accreditation Board (PSAB) has completed a further consultation and based on that work we have launched our accredited educational programme and certified introductory courses. The finances have been managed prudently and we have adequate reserves for our current level of activities.

My thanks go to Lars-Åke Almqvist (Sweden), Timo Nevalainen (Finland), Jane Ball (UK) and Mark Seneschall (UK) who continue to serve with me as Trustees on the Board of the non-profit charity. Robert Sarly has departed to be replaced by Nancy Dixon as the new President of the US Academy. The Trustees are responsible for setting the direction and realising the purpose of the Academy and ensuring the Academy and its finances are handled in a professional way. One third of the Trustees retire by rotation at each Annual General Meeting, with the option of standing for re-election by the Voting Members. Our Voting Members provide a wide representation of interests from Europe, Africa, North and South America. The administration of the Academy continues to be managed in competent and friendly manner by Bobby Frazier.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued) For the year ended 31 March 2021

The Professional Standards and Accreditation Board (PSAB) is a standing committee appointed by the Trustees to determine the accreditation of individual members, organizational members and educational courses and programmes. It is also responsible for determining the Professional Standards of those who represent the Academy. The first 18-month consultation defined the accreditation standards for individual members at the first level (Bringing Dialogue into the Room) resulting in the First Generation of Accredited Professional Dialogue Practitioners Programme. The second 15-month consultation was completed in September and determined criteria for organizational members, resulting in the recognition of Virginia Department of Corrections as a Dialogic Organization. The third consultation will begin early in 2021 to determine the accreditation criteria for individual members at the second level (Dialogic Intervention).

The Academy's public educational programme was launched on the third day of the Academy's October Conference, in anticipation of the Accredited Professional Dialogue Practitioners who will graduate from the First Generation of Accredited Professional Dialogue Practitioners Programme at the end of the year. The Academy aims to build a community of competent and confident Professional Dialogue Practitioners who can make Professional Dialogue available to society through educational courses, programmes and consultancy work. The Next Generation programme starts in late February 2022.

Our international conference is in October each year, and in 2020 and 2021 TWND! 3 and TWND! 4 were held in the Academy's purpose-built online conference centre, enabling a wider international participation. Numbers increased from 500 last year to 675 this year and the enhanced functions of the Academy's Conference Centre managed this number comfortably. It was a highly participatory event with over 120 facilitators or presenters in the 20 hours of online sessions. Our investment in our website and online platform is giving us an increasingly visible international profile and that is attracting enquiries and new participants. The theme for the 2021 conference TWND! 4 was 'Putting Dialogue to Work'. We explored this theme, and the levels of recognition of a Dialogic Organization, through the first-hand experiences of our first Dialogic Organization, the Virginia Department of Corrections. Their impressive video is now in the Members' Area of the Website. In a touching ceremony, David Kantor was posthumously made our second Honorary Member (joining David Bohm), an award received on his behalf by his wife Meredith.

The US Academy of Professional Dialogue has five Directors, namely Nancy Dixon (President), Whitney Barton (Vice President), David Robinson (Treasurer), Robert Corman (Secretary) and myself (International). Beyond the USA, our Membership continues to widen, with new representation as far afield as Sierra Leone, Iran and China. We are becoming a truly international organization.

Dialogue Publications released two new books on the first day of the Oct'21 conference: 'A New Kind of Dialogue' by Peter Garrett and TWND! 3: Shaping the Profession. Both books are on sale as e-books on the Academy website, as well as through commercial booksellers. Apart from the books by Marie-Eve Marchand and Peter Garrett, we have now published 43 Working Papers on Professional Dialogue in a set of three books: TWND! 1: Gathering the Field, TWND! 2 Setting the Bearings and TWND! 3 Shaping the Profession. Dialogue Publications is the substantial leader in this niche market of contemporary literature on Dialogue.

In many ways the foundations are being well laid for something of a different order to emerge within the Academy. We all acknowledge that Professional Dialogue is needed in society, and taking what we know into the world is our current challenge.

ACADEMY OF PROFESSIONAL DIALOGUE

REPORT OF THE TRUSTEES (continued)
For the year ended 31 March 2021

5 RESERVES POLICY

The charity requires a reserve equal to three months' running costs to be maintained.

6 STAFF NUMBERS

The average number of persons employed by the charity during the year was 5 (2020 – 4).

7 STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that year. In preparing these financial statements, the Trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- Observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice),
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees have overall responsibility for ensuring that the company has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for the taking reasonable steps for the prevention and detection of fraud and other irregularities.

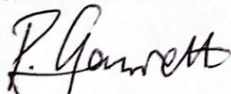
8 INDEPENDENT EXAMINERS

The Trustees recommend that Hazlewoods LLP remain in office until further notice.

9 SMALL COMPANY EXEMPTION

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the Trustees



Mr P Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS For the year ended 31 March 2021

I report to the Charity trustees on my examination of the financial statements of Academy of Professional Dialogue for the year ended 31 March 2021, which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of Trustees and Examiner

As the Charity's Trustees of the Company (who are also the Directors of the company for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the financial statements do not accord with such records; or
- the financial statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Charities SORP (FRS102).

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 financial statements to be reached.

**S LAWRENCE FCA DChA
HAZLEWOODS LLP**

Staverton, Cheltenham

Chartered Accountants and Registered Auditors

ACADEMY OF PROFESSIONAL DIALOGUE

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
INCOME AND EXPENDITURE					
Incoming Resources					
Donations and legacies	2	-	-	-	56,625
Charitable activities	3	90,708	9,750	100,458	46,709
TOTAL INCOMING RESOURCES		<u>90,708</u>	<u>9,750</u>	<u>100,458</u>	<u>103,334</u>
Resources Expended					
Charitable activities	4	39,290	26,105	65,395	51,391
TOTAL RESOURCES EXPENDED		<u>39,290</u>	<u>26,105</u>	<u>65,395</u>	<u>51,391</u>
Net incoming/(outgoing) resources		51,418	(16,355)	35,063	51,943
Transfer between funds		(590)	590	-	-
Net movement in funds		50,828	(15,765)	35,063	51,943
ACCUMULATED FUND CARRIED FORWARD AT BEGINNING OF YEAR		<u>5,151</u>	<u>63,293</u>	<u>68,444</u>	<u>16,501</u>
ACCUMULATED FUND CARRIED FORWARD AT END OF YEAR		<u>£ 55,979</u>	<u>£ 47,528</u>	<u>£ 103,507</u>	<u>£ 68,444</u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All the above amounts relate to continuing activities. None of the company's activities were acquired or discontinued during this financial year.

ACADEMY OF PROFESSIONAL DIALOGUE

BALANCE SHEET
As at 31 March 2021

Company number: 10685375

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
CURRENT ASSETS					
Prepayments		4,518	-	4,518	-
Cash at bank and in hand		53,851	47,528	101,379	69,584
CREDITORS					
due within one year	6	(2,390)	-	(2,390)	(1,140)
NET CURRENT ASSETS/ (LIABILITIES)					
		55,979	47,528	103,507	68,444
TOTAL ASSETS LESS CURRENT LIABILITIES					
		55,979	47,528	103,507	68,444
NET ASSETS					
		£ 55,979	£ 47,528	£ 103,507	£ 68,444
REPRESENTED BY:					
Accumulated fund		£ 55,979	£ 47,528	£ 103,507	£ 68,444

Trustees' Statements required by Section 475

In approving these financial statements as Trustees of the company, the Trustees hereby confirm:-

- For the year to 31 March 2020, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies;
- The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.
- The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

Approved by the Trustees and authorised for issue on 17/12/21 and signed on its behalf by:


Mr P. Garrett

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS

As at 31 March 2021

1 ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

The financial statements 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 UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The presentational currency of the accounts is UK £, being the functional currency of the primary economic environment in which the company operates. Monetary amounts in these accounts are rounded to the nearest £.

Academy of Professional Dialogue meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees consider that there are no material uncertainties about the company's ability to continue as a going concern.

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the financial statements, the Trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required and have concluded that no restatements were required.

Cash Flow

The Charity has taken advantage of the exemption in FRS102 from the requirement to produce a cash flow statement because it is a small Charity.

Incoming Resources

Donations, gifts and legacies represent amounts received during the year, together with any associated tax refund. Gifts in kind for use by the charity are recognised as incoming resources when receivable at a reasonable estimate of their value. Assets given for distribution are only recognised when distributed.

Grants receivable for specific purposes are credited to the statement of financial activities in the year to which they relate as soon as conditions for receipt have been met. Unspent balances are carried forward to subsequent years within restricted funds.

Grants for immediate financial support or received against costs previously incurred are recognised immediately in the Statement of Financial Activities. Voluntary income is shown gross before deduction of fund-raising expenditure.

Resources Expended

All expenditure is accounted for under the accruals concept. The irrecoverable element of Value Added Tax is included within the item of expense to which it relates.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

1 ACCOUNTING POLICIES (Continued)

Funds

General unrestricted funds comprise accumulated surpluses and deficits on general activities. They are available for use at the discretion of the trustees in furtherance of the company's objectives. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There is a single restricted fund, which is restricted for use in the Criminal Justice sector.

Taxation

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these financial statements. The company is not registered for VAT.

Going concern

The Trustees have reviewed the finances and believe they have adequate reserves for the current level of activities. On this basis, it will be able to continue as a going concern for at least the next twelve months and they have therefore prepared the financial statements on the going concern basis.

2 DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Donations and Legacies				
Donations	-	-	-	4,038
Other income				
Restricted income	-	-	-	52,587
Total voluntary income	£ -	£ -	£ -	£ 56,625

Of the income received of £nil in 2021 (2020: £56,625), £nil (2020: £4,038) was unrestricted funds and £nil (2020: £52,587) was restricted funds.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Membership fees	10,922	1,250	12,172	6,883
Conference fees	70,063	-	70,063	39,826
Education programmes	9,723	8,500	18,223	-
	<u>£ 90,708</u>	<u>£ 9,750</u>	<u>£ 100,458</u>	<u>£ 46,709</u>

Of the income received of £100,458 in 2021 (2020: £46,709), £90,708 (2020: £44,007) was unrestricted funds and £9,750 (2020: £2,702) was restricted funds.

4 CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Legal and professional fees	2,474	1,628	4,102	4,955
Website development and computer costs	15,429	37	15,466	2,282
Accountancy	1,140	-	1,140	1,140
Bank charges	862	-	862	943
Printing and stationery	266	-	266	-
Administration services	800	-	800	13,000
Conference expenses	505	940	1,445	29,071
Consultancy fees	16,973	-	16,973	-
Education programmes development cost	841	23,500	24,341	-
	<u>£ 39,290</u>	<u>£ 26,105</u>	<u>£ 65,395</u>	<u>£ 51,391</u>

Of the expenditure of £65,395 in 2021 (2020: £51,391), £39,290 (2020: £49,395) was unrestricted funds and £26,105 (2020: £1,996) was restricted funds.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued) For the year ended 31 March 2021

5 TAXATION

The company does not trade for profit therefore no corporation tax liability arises on its results.

6 CREDITORS DUE IN LESS THAN ONE YEAR

	2021 £	2020 £
Accruals	1,140	1,140
Deferred income	1,250	-
	<hr/>	<hr/>
	£ 2,390	£ 1,140
	<hr/> <hr/>	<hr/> <hr/>

7 COMPANY LIMITED BY GUARANTEE

Academy of Professional Dialogue is a company limited by guarantee and accordingly does not have a share capital.

8 TRUSTEES' EXPENSES

During the period, £200 (2020 - £13,000) in relation administration fees was paid to Dialogue Associates Limited, a company controlled by Mr P Garrett and Ms J Ball (trustees).

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

10 ANALYSIS OF NET ASSETS BETWEEN FUNDING

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2021 as presented by:	55,979	47,528	103,507
Current assets	58,369	47,528	105,897
Current liabilities	(2,390)	-	(2,390)
	<u>£ 55,979</u>	<u>£ 47,528</u>	<u>£103,507</u>

11 ANALYSIS OF UNRESTRICTED FUND MOVEMENTS

	At 1 April 2020 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2021 £
General Fund	5,151	90,708	(39,290)	(590)	55,979
	<u>£ 5,151</u>	<u>£ 90,708</u>	<u>£ (39,290)</u>	<u>£ (590)</u>	<u>£ 55,979</u>

Comparative information

	At 1 April 2019 £	Income £	Expenditure £	Transfer from Restricted £	At 31 March 2020 £
General Fund	6,501	48,045	(49,395)	-	5,151
	<u>£ 6,501</u>	<u>£ 48,045</u>	<u>£ (49,395)</u>	<u>£-</u>	<u>£ 5,151</u>

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

12 ANALYSIS OF RESTRICTED FUND MOVEMENTS

	At 1 April 2020 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2021 £
Fund 1					
Criminal Justice Sector	8,004	-	(8,537)	533	-
Fund 2					
1 st Generation	53,587	8,500	(15,000)	-	47,087
Fund 3					
US Academy	321	1,250	(1,628)	57	-
Fund 4					
South African Academy	1,381	-	(940)	-	441
	<u>£ 63,293</u>	<u>£ 9,750</u>	<u>£ (26,105)</u>	<u>£ 590</u>	<u>£ 47,528</u>

	At 1 April 2019 £	Income £	Expenditure £	Transfer from Unrestricted £	At 31 March 2020 £
Fund 1					
Criminal Justice Sector	10,000	-	(1,996)	-	8,004
Fund 2					
1 st Generation	-	53,587	-	-	53,587
Fund 3					
US Academy	-	321	-	-	321
Fund 4					
South African Academy	-	1,381	-	-	1,381
	<u>£ 10,000</u>	<u>£ 55,289</u>	<u>£ (1,996)</u>	<u>£-</u>	<u>£ 63,293</u>

Purpose of restricted funds

Fund 1

Donated by the Trustees of Prison Dialogue to promote the use of Professional Dialogue in the criminal justice sector.

Fund 2

To establish an educational programme curriculum for accredited Professional Dialogue Practitioners, and to provide bursaries to subsidise programme fees for those from low-income sectors or countries.

ACADEMY OF PROFESSIONAL DIALOGUE

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

12 ANALYSIS OF RESTRICTED FUND MOVEMENTS (CONTINUED)

Fund 3

50% of membership fees paid by members from the US is ring-fenced for transfer to the US Academy of Professional Dialogue.

Fund 4

Income generated through activities in south Africa to support the development of Professional Dialogue in South Africa.