

COUNCIL OF DEANS OF HEALTH

England & Wales · Charity number 1186780

Details

Other names CODH

Status Registered

Legal form Charitable company

Company number [12341200](#)

Registered 2019-12-05

Register [View on the Charity Commission register](#)

Contact

Address Woburn House 20
Tavistock Square
London
United Kingdom
WC1H 9HD

Phone 02074195520

Email admin@cod-health.ac.uk

Activities

Objects: 4.1 THE ONLY OBJECTS FOR WHICH THE CHARITY IS ESTABLISHED ARE TO ADVANCE AND PROMOTE EDUCATION AND RESEARCH FOR THE PUBLIC BENEFIT IN PARTICULAR BY:4.1.1 INFORMING AND INFLUENCING UK HEALTH AND SOCIAL CARE EDUCATION POLICY AND PRACTICE TO PROMOTE POSITIVE OUTCOMES FOR THOSE WHO BENEFIT FROM THE CHARITY'S WORK AND PROMOTING INNOVATIONS ACROSS THE SECTOR; 4.1.2 ENHANCING THE SKILLS, EXPERTISE AND KNOWLEDGE BASE OF THOSE ENGAGED IN DELIVERING HIGH QUALITY EDUCATION AND RESEARCH OUTCOMES FOR THE BENEFIT OF STUDENTS ;4.1.3 ENCOURAGING AND PROMOTING COLLABORATION BETWEEN MEMBERS AND/OR ASSOCIATE MEMBERS AND POLICY MAKERS, REGULATORS, EMPLOYERS AND OTHERS DOING WORK RELEVANT TO THE SECTOR BOTH IN THE UK AND GLOBALLY IN ORDER TO SHARE SECTOR KNOWLEDGE AND EXPERTISE AND PROMOTE INNOVATION; AND4.1.4 ANY SUCH ANCILLARY AND INCIDENTAL EXCLUSIVELY CHARITABLE ACTIVITIES AS THE TRUSTEES FROM TIME TO TIME THINK FIT.

Activities: The Council of Deans of Health represents the UK's university faculties engaged in education and research for nurses, midwives and allied health professionals.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£1,288,672	£1,231,450	£950,099	16
2024-07-31	£1,235,092	£1,083,805	£892,877	13
2023-07-31	£1,130,357	£1,054,647	£741,590	12
2022-07-31	£1,703,386	£1,037,506	£665,880	12
2021-07-31	£0	£0	-	-
2020-07-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Alison Isabel Machin		2019-11-29
Angela Shimada		2024-08-01
Dr David Andrzej Kenneth Cousens		2025-10-10
Helen Juliet Morwenna Tizzard		2025-09-15
Mohammed Jakhara		2024-08-01
Norma Barry		2020-08-01
Paula Jane Holt		2019-11-29
Professor Michael John Brown		2025-10-10
Raluca Oaten		2020-08-01
Robert Waterson		2024-08-01
Sam Armstrong		2024-08-01
Satbinder Sanghera		2024-08-01
Thomas Marc Griffiths		2020-08-01

COUNCIL OF DEANS OF HEALTH

England & Wales - Charity number 1186780

Accounts

Charity Registration No. 1186780 (England and Wales)

Charity Registration No. SC049982 (Scotland)

Company Registration No. 12341200 (England and Wales)

Council of Deans of Health

Report and financial statements

For the year ended

31 July 2025

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Reference and administrative information

Company number 12341200
Country of incorporation United Kingdom

Charity number 1186780, SC049982
Country of registration England & Wales, and Scotland

Registered office and operational address Woburn House
20 Tavistock
Square London
WC1H 9HD

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Professor Alison Machin, Chair
Professor Marc Griffiths, Vice Chair (from 1 August 2025)
Dr Norma Barry, Vice Chair (to 31 July 2025)
Samuel Armstrong
Professor Michael Brown (from 10 October 2025)
Alison Carr (resigned 31 July 2025)
Dr David Cousens (from 10 October 2025)
Professor Carol Curran (resigned 30 September 2025)
Professor Paula Holt MBE DL
Dr Mohammed Jakhara
Satbinder Sanghera
Angela Shimada
Juliet Tizzard (from 15 September 2025)
Professor Debra Towse (resigned 31 July 2025)
Raluca Oaten
Robert Waterson

Key management personnel Ed Hughes, Chief Executive

Bankers National Westminster Bank
plc 250 Bishopsgate
London
EC2M 4AA

Solicitors Womble Bond Dickinson (UK)
LLP Helix
The Spark
Draymans
Way
Newcastle Upon
Tyne NE4 5DE

Auditor Gibson Whitter
Larch House
Parklands Business Park
Denmead
Waterlooville
Hampshire
PO7 6XP

Introduction by the Chief Executive and Chair

We are pleased to share the annual report and accounts for the Council for 2024-25. The year brought to a conclusion our four-year strategy focused around influencing policy, creating sustainable sector networks and advancing healthcare education which laid the foundations for the Council as a maturing independent charity, with robust governance processes and effective stewardship of our resources. The report highlights the continued achievements of the Council as a membership body representing over 100 universities and colleges delivering healthcare education and research in a complex policy, funding and regulatory environment. It also demonstrates the further steps taken by the Board to provide purposeful and proportionate governance in pursuit of the Council's new strategic aims.

The past year has brought the importance of the Council's work into sharp focus. The general election in July 2024 brought a new administration into Westminster with fresh perspectives on health and education policy priorities in England, seen most clearly in the development of a new 10 Year Health Plan to which we contributed. These political changes came at the same time as our members were experiencing significant challenges to financial sustainability across the higher education sector in all four nations. Subsequently, widespread organisational restructuring and prioritisation within universities, is impacting on the jobs and careers of people working in higher education, including in health school and faculties. The wider malaise in public finances, and policy priorities in other areas, have limited the scope of the new government to enhance their support of health education, students and universities during this period. In short, for many of our members it has been a tough year.

The Council supported its members to navigate these challenges in a number of ways set out below.

In partnership with our members and stakeholders, we have developed a new Strategy to guide the Council's work over the next five years. As part of this we have refreshed our vision, mission and values. Our new Strategy 2030 sets out our commitment to three mutually reinforcing strategic priorities which put maximising the value of our work to our members, their staff, students and those who work with them, at its heart.

We have invested in our communications which has significantly increased our presence on social media and amplified our messaging to key stakeholders. Refreshing our branding and building a new website were significant projects which enable us to showcase the work of our members more effectively and will yield value over the long-term as the basis for interaction between our members, particularly amongst our policy and region groups.

We have delivered a high-quality programme of events for our members, including our Digital Summit which provided an opportunity for our members to discuss the transformative opportunities presented by data, digital, simulation and Artificial Intelligence; all key tools in making both our health education and healthcare systems more efficient and effective. We are continually reviewing our events offer – both in-person and online to ensure it offers value for money for our members whilst continuing to deliver content that meets members' needs.

2024-25 also saw the conclusion of our long-running and highly successful Student Leadership Programme, with the final cohort of students funded by the Burdett Trust for Nursing and NHS England completing the programme. We are very grateful for the long-standing partnerships which enabled the programme, and as part of our new strategy we are looking at how we can create opportunities for student engagement in the future. We recognise the importance of the voice of students in shaping our policy discussions about health education, and it is vital that we continue to bring their perspective into our work.

Alongside our work with and for students, we know that the Council has a critical role to play in advocating for the healthcare academic workforce, especially in these challenging times for the sector. It was very timely that we were able to secure funding from NHS England to produce two reports on the academic health workforce across the UK, for nurses and midwifery and the allied health professions respectively. These were underpinned by large scale surveys of our members and highlighted some of the vulnerabilities, threats and opportunities across the academic workforce. Part of our refreshed offer to members seeks to address some of the leadership and career progression issues raised by this work.

Clinical academic careers, combining education, research and clinical practice responsibilities, are a crucial part of the health academic workforce. We were delighted to have the opportunity to facilitate a task and finish group on clinical academic careers in nursing, midwifery and allied health, chaired by Professor Dame Jessica Corner, a former Council of Deans of Health Chair and now Executive Chair at Research England. This work provides real impetus to our commitment to support research careers in health and is now being taken forward through a cross-UK and multi-professional collaborative group with key stakeholders which the Council has convened. We are grateful to Professor Jane Coad for taking forward leadership of this group on the Council's behalf.

Alongside these important external programmes of work, the Council has continued to strengthen its own governance. We commissioned AdvanceHE to undertake an independent review of our governance structures and processes, which gave clear evidence of the strong underpinnings the Council already has, as well as some important recommendations for greater transparency and connectivity between our strategic aims and governance processes. The Board is committed to taking these recommendations forward as part of our commitment to continuous improvement.

The Board itself has continued to change and evolve. Professor Marc Griffiths has taken over as Vice Chair following Dr Norma Barry's term in office. We are extremely grateful for Norma's work as Vice-Chair and her continued support and wise counsel as a Trustee. The Board has been refreshed with several new appointments, bringing expertise from both the higher education sector and the NHS onto the Board.

Collaboration across health and education has never been so important and we will continue to work with our stakeholders nationally, regionally and locally around our shared priorities. As ever, we remain grateful to all the Trustees and Committee members who volunteer their time to provide oversight of the Council’s work, sharing their time, energy and insights to help us maximise our impact and deliver our vision for a thriving health, education and research sector delivering a high-quality nursing, midwifery and allied health professional workforce.

Alison Machin
Chair

Ed Hughes
Chief Executive

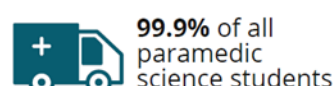
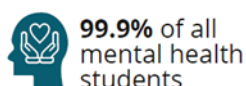
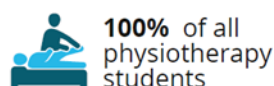
Report of the Trustees

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

The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors’ report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

About the Council of Deans of Health

The Council of Deans of Health (the Council) represents the UK’s strategic academic leaders in healthcare education and research. Our membership comprises over 100 university and further education faculties across every region and nation of the United Kingdom. They are based in England, Northern Ireland, Scotland, Wales, the Channel Islands, the Isle of Man, and Gibraltar. Our members deliver the overwhelming majority of British-educated nurses, midwives and allied health professionals, the future workforce of the NHS. At any one time they will be educating around 200,000 current and future health professionals and will carry out research that improves the population’s health and wellbeing.



**representative figures from 2020/21 HESA data return*

Our vision, mission and values

To set the direction for our new Strategy 2030 we have refreshed our vision, mission and values.

Our vision is for a thriving health education and research sector delivering a high-quality nursing, midwifery and allied health professional workforce.

Our mission is to be the collective voice of nursing, midwifery and allied health professions in education and research, positively influencing and impacting policy.

Our values of integrity, impact, collaboration and inclusion drive the way we will work with our members and our partners.

Objects

The only objects for which the Charity is established are to advance and promote education and research for the public benefit in particular by:

- Informing and influencing UK health and social care education policy and practice to promote positive outcomes for those who benefit from the Charity's work and promoting innovations across the sector;
- Enhancing the skills, expertise and knowledge base of those engaged in delivering high quality education and research outcomes for the benefit of students;
- Encouraging and promoting collaboration between Members and/or Associate Members and policy makers, regulators, employers and others doing work relevant to the sector both in the UK and globally in order to share sector knowledge and expertise and promote innovation; and
- Any such ancillary and incidental exclusively charitable activities as the Trustees from time to time think fit.

Beneficiaries of our services and public benefit

The work we support, influence and deliver as part of our charitable objects leads to better outcomes for our beneficiaries in healthcare education and across the healthcare research workforce. This includes healthcare students, our current and future professionals, and their employers. More widely, our work underpins the sustainability of healthcare education, and therefore healthcare itself in the United Kingdom, benefitting the NHS, patients, communities and country at large.

We engage with employers of academic staff delivering research and education for healthcare professions proactively as part of our policy work and we will commit to increase our involvement with the social care sector. We seek to engage students with policy development through participation in stakeholder meetings where possible and will work to develop further mechanisms to bring the student voice into our policy work more strongly in future.

Strategy and policy priorities

The Council 2030 Strategy identifies three aims that help deliver progress in these policy areas:

- Supporting our member organisations across the education system
- Building our community of leaders in health education and research
- Driving system change in health education through our policy and influencing work.

The Council's strategic policy areas are:

- Equality, diversity and inclusion
- Innovation in education
- Regulation
- Research.

Achievements and performance

This reporting period was the last for the Council's [Strategy 2025](#) and the transition to [Strategy 2030](#).

The Council 2025 Strategy identified three key aims:

- Influence policy across the UK promoting the essential contribution of our sector to health and social care.
- Offer excellent services to our members creating sustainable sector networks.
- Advance healthcare education and research by strengthening our sector and organisation.

The Council's work over this time responded to the growth of challenges facing members, particularly in terms of financial sustainability and general sector uncertainty. Influencing work sought to raise, and address, these concerns to governments and bodies across the UK while the Council's convening power brought members together through groups, networks and events for peer support and policy development

The Charity's activities focus on advancing and promoting education and research and are undertaken to further the Council of Deans of Health's charitable purposes for the public benefit.

An [impact report](#) on the previous strategy was published and helped inform the development of the new strategy.

Strategy 2030

The new Council strategy was launched to members at the AGM in June and publicly at the end of July 2025. The Strategy was developed in consultation with members, trustees and staff to understand their priorities and vision for the Council and a set of fundamental principles were tested with members to inform our strategic positioning reflected in our commitments to members.

Recognising that, like others in the tertiary education system, our members face significant financial constraints we have focused our strategy on key priorities, underpinned by our commitment to maximising the value of our offer to members, and our drive to increase the impact of our work.

The strategy sets out how we will achieve our vision and mission in line with our values. We have committed to three mutually reinforcing strategic priorities:

- Supporting our member organisations across the education system.
- Building our community of leaders in health education and research.
- Driving system change in health education through our policy and influencing work.

These are supported by three strategic enablers:

- Championing inclusion in our policy and practice.
- Working in partnership to leverage our impact.
- Maintaining effective and sustainable operations.

New website

The Council's new website was launched in April 2025 along with new branding for the Council. The website will allow the Council to better showcase its work and priorities and communicate more widely with members and stakeholders.

Influencing policy across the UK

The Council continued to closely engage with the devolved administrations as well as the new government in Westminster, building on the policy priorities set out in our manifesto document and increasing calls for closer collaboration between the health and education sectors at local and national levels.

Our reach and influence have broadened further through collaboration with partners. For example, we worked with other higher education representative and mission groups to deliver an open letter to the Health Secretary to better engage universities as part of the 10-Year Workforce Plan we collaborated with Skills for Care to promote careers in social care nursing. An inaugural Parliamentary Reception also brought members together in Parliament to celebrate their work and engage MPs and Peers.

The Council continued its close engagement with health and education partners, holding regular meetings with regulators, unions, professional bodies and NHS organisations while facilitating their engagement with members through private roundtables, online and in-person events and our Nation and Strategic Policy Groups.

The Council responded to challenges facing members and obstacles to meeting with government by ramping up political engagement through regular attendance at the major party conferences, introducing a new political monitoring service, an inaugural annual parliamentary reception and closer engagement with political parties.

Publications

Highlights of the Council's publications included:

- Briefings and comment on the annual UCAS cycle and A-Level results day
- [Anti-racism in AHP Education: Building an Inclusive Environment](#)
- [Impact of the cost-of-living on recruitment and retention of healthcare professionals: An EDI perspective](#)
- [Clinical researchers in the United Kingdom: Building capacity to improve population health and promote economic growth](#) (supported by the Council of Deans of Health)
- [Strategy to enable social care placements for student nurses and nursing associates](#) (in partnership with Skills for Care)
- [Nursing and Midwifery Academic Survey Report](#)
- [Allied Health Professions Academic Survey Report](#)

Events and campaigns

The Council delivered an extensive programme of conferences and webinars for its members. Alongside the Autumn, Spring and Summer Conferences, the Council held its first Digital Summit in January 2024. The four conferences attracted nearly 350 delegates, and 740 delegates attended the 14 online events. The Council's events supported the development of networks among its members, the sharing of good practice, discussion of some of the key issues facing the sector, policy insights, and presentations from major stakeholders. The webinars provided an opportunity to focus on specific areas and attract a more diverse audience from within member organisations.

The Council's themed campaign months included Equity Month, Research Month and Innovation Month. These campaigns featured social media output and engagement, podcasts, blogs and webinars and helped support the delivery of the Council's policy work in these important areas.

Student Leadership Programme

The Council continued to advance the promotion and development of leadership skills amongst student nurses, midwives and allied health professionals by delivering the final year of its highly successful #150Leaders Student Leadership Programme to a cohort of 60 students drawn from across all four home nations, representing 18 professions.

As the programme concluded a long-term impact evaluation was started for publication in November 2025 to coincide with the final celebration event.

Since 2017 the Council has worked with the Burdett Trust for Nursing to deliver this programme which has seen over 450 students representing 18 different professions from all four home nations of the UK participate. This included representatives from all four fields of nursing, midwifery and all the allied health professions. The funding from the Burdett Trust for Nursing ensured that places for successful applicants were fully subsidised and there was no cost to the students to participate. NHS England provided funding for additional places for AHP students as part of their work to promote and support AHP leadership.

The Programme was co-designed with students to ensure it focused on areas not covered in current pre-registration curricula. It offered events with practical exercises, groupwork and lectures, along with presentations from senior leaders within the healthcare and healthcare higher education sectors. Students also received individual coaching scheme with access to healthcare leaders, two exclusive online events, and an online community made of discussions and workshop addressing diverse topics linked with leadership by leaders in the sector. Students were encouraged to put leadership skills in practice by undertaking a personal leadership project of their choice.

Plans for the future

The Council will continue to deliver the aims of the new Strategy 2030, working with members, partners and governments across the United Kingdom to influence policy and provide a voice for our membership.

With major elections in Scotland and Wales and the anticipated 10-Year Workforce Plan due for publication in 2026, the Council will assess and respond to policy changes that impact our members.

The new Strategy 2030 sets out our plans to renew our groups, refreshing the Strategic Policy Groups (SPGs) while also creating new member networks to further reflect member priorities in our policy and influencing work. Three new member networks are being established. These new networks will support Political Engagement by our members, work in Remote and Rural communities, and our members in Crown Dependencies and British Overseas Territories respectively. These will join the existing Nation Groups and SPGs as key elements of our work with members to influence policy.

Our policy work will focus on:

- Peer support for members in political engagement via our events, new network and parliamentary reception.
- Highlighting the challenges faced by Council members, particularly as regards their financial sustainability and viability of healthcare courses.
- Engaging closely with potential regulatory reform to tailor proficiencies to the country's needs while safeguarding the standards and competencies that delineate professions. We will continue to encourage better join-up between health and education regulators to reduce unnecessary overlap.
- Supporting our members to recruit, retain and sustainably plan for the students needed to deliver the workforce needed in health and social care.
- Enhancing research capacity to promote the impact of healthcare research in society, including advancing work on clinical academic careers.
- Advancing work on clinical academic research careers in Nursing, Midwifery and Allied Health.
- Supporting social mobility through equality, diversity and inclusion activities and continuing to develop our partnership working across the tertiary education system.
- Supporting and promoting our members' and sector innovation to address the future needs of the health and care workforce, particularly in respect of AI and digital technologies;

community-based healthcare; prevention and public health; and health care delivered in social care settings

- Support the refreshed Strategic Policy Groups, new Member Networks and ongoing work of the Nation and Regional Groups.
- Maintain and grow our relationships with key stakeholders across health and education and communicate what we learn effectively with members.

Our member engagement will include:

- Rolling out our leadership development programme.
- Member visits to understand the needs of different HEIs.
- Using our conferences, events, website and social media to promote the work of our members widely across health faculties.
- Developing the members area of the website.
- Running campaign months, including Equity Month, Research Month and Innovation Month.
- Developing our student engagement work following the end of the Student Leadership Programme.

Financial review

The total incoming resources of the charity were £1,289k (2024: £1,235k). Of the total income £1,277k (2024: £1,205k) was unrestricted and £12k (2024: £30k) restricted.

Unrestricted income predominantly includes income from members, in the form of subscriptions and event income. The restricted income relates to projects and further details of these are provided in note 15 to the financial statements.

Total expenditure for the year was £1,231k (2024: £1,083k) of which £848k (2024: £751k) was staff costs.

The movement in funds for the year ended 31 July 2025 was £577k.

The funds at 31 July 2025 amounted to £950k (2024: £893k) of which £934k (2024: £810k) were unrestricted funds and £16k (2024: £83k) were restricted funds. All funds are held as net current assets with none tied up in fixed assets.

Principal risks and uncertainties

The Board is responsible for ensuring that the Council has in place an effective and robust risk management framework to enable the organisation to manage and mitigate risks effectively.

Identified strategic risks relate to:

- Operational effectiveness, effective governance and financial sustainability.
- Policy and influencing in a time of competing priorities across government.

Specific activities carried out to proactively mitigate and control risks include:

Operational effectiveness, effective governance and financial sustainability

- Conducting medium-term financial planning and reviewing the reserves policy.
- Annual renewal of Cyber Essentials certification and ongoing work with IT supplier Xperience Group to identify and implement improvements to cyber security.
- Cyber security training throughout the year for all staff using the KnowBe4 service which includes random phishing attacks and security training campaigns.
- Regular reviews of key governance processes; implementing the conclusions of the externally led governance effectiveness review.
- New strategy used to shape board agendas, risk register and performance monitoring framework to enhance connections between strategic aims and governance processes.
- Careful consideration given to any increases in costs for membership and events to ensure that the Council brings in sufficient income whilst maintaining affordability for members.
- Monitoring of member engagement and satisfaction via member satisfaction surveys and engagement tracking.

Policy and influencing

- The Council engages closely with relevant government departments, regulators and public bodies across the four nations, and with UK-wide funding and regulatory bodies. We forge constructive relationships with officials which enable us to influence informally as well as contributing to consultations and calls for evidence. We collaborate with other representative bodies on issues of sector wide importance to leverage our impact.
- Proactive stakeholder engagement with partners across the health and education sectors maintained through our policy team, at Senior Leadership Team level, and with the Chair and leading members to ensure the voice of practitioners is properly represented. Participation in high-level working and advisory groups to build consensus on major issues. Collaboration to produce joint public facing statements where this can add value to our individual efforts.
- Increased focus on sector sustainability in policy work and engagement with stakeholders in partner organisations and governments, responding to Long Term Workforce Plan.
- Council of Deans of Health nation groups are well established, there is regular policy engagement with UK and devolved nations governments and all professions; deployment of staff resources, expertise in all areas; and management of member expectations.

Reserves policy and going concern

The reserves policy is reviewed annually by the trustees. Currently a target of four to six months of unrestricted expenditure is deemed appropriate to ensure sufficient funds are available to meet current commitments and allowing for uncertain income streams and/ or exceptional expenditure. The range is calculated between £410K and £615K. The actual reserves at 31 July 2025 are £950,099. The excess reserves held are to allow future investment in IT, staffing developments and initiatives to support the delivery of the Council's strategy. A designated reserve has been established to support the implementation of the new strategy.

The trustees have considered whether the charity has the ability to continue as a going concern. The trustees have made appropriate enquiries and consider that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Fundraising

The Council does not engage in fundraising from individuals but derives its income from member subscriptions and events, events sponsorship, and grant funding for the delivery of specific projects.

Governance and management

The organisation is a charitable company limited by guarantee, incorporated on 29 November 2019 and registered as a charity on 5 December 2019 in England and Wales and on 25 February 2020 in Scotland. The company was established under articles of association which established the objects and powers of the charitable company and is governed under its articles of association.

Trustees

The Board is comprised of up to six Member Trustees, six Independent Trustees and a Chair and normally meets four times per year. Trustees are appointed for a three-year term. At the end of each term a trustee who remains able and willing to do so and whose reappointment is supported by the Nominations and Remuneration Committee, may be reappointed. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Trustee induction and training

New trustees received information supporting their induction, which includes relevant Charity Commission documents on the role of a trustee, trustee role description, a copy of the Articles of Association, scheme of delegation, Nominations and Remuneration Committee terms of reference, conflict of interest policy, nation group terms of reference, and the Strategic Plan. This was supported by an in-person induction with members of the senior leadership team and one-to-one meetings with the CEO and Chair. It is the aim of the organisation to update trustees and members on any new legislation that may affect the governance of the charity and to offer on-going support through additional training when required. Annual appraisals are carried out for all trustees.

Remuneration policy for key management personnel

The Chief Executive leads a Senior Leadership Team comprising the Director of Membership and Operations and the Director of Policy and External Affairs. Senior Leadership Team pay is determined at the discretion of the Nominations and Remuneration Committee, supported by external reward remuneration advice and benchmarking, and approved by the Board of Trustees.

Statement of responsibilities of the trustees

The trustees (who are also directors of the Council of Deans of Health for the purposes of company law) are responsible for preparing the trustees' annual and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 July 2025 was 109. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Gibson Whitter was appointed as the charitable company's auditor during the year.

The directors' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 11 March 2026 and signed on their behalf by



Professor Alison Machin

Chair, Council of Deans of Health

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COUNCIL OF DEANS OF HEALTH

Opinion

We have audited the financial statements of Council of Deans of Health (the 'charitable company') for the year ended 31 July 2025 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COUNCIL OF DEANS OF HEALTH

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COUNCIL OF DEANS OF HEALTH

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the charitable company and sector, we identified that the principal risks of non-compliance with laws and regulations related to breaches of employment law, data protection and anti-bribery and corruption legislation, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Charities acts, Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to overstate profit and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Discussions with management and Trustee Directors, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- As required by ISA 240, incorporating an element of unpredictability into our audit testing.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COUNCIL OF DEANS OF HEALTH

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Gavin Whitter (Senior Statutory Auditor)
for and on behalf of Gibson Whitter Limited
Statutory Auditors
Larch House
Parklands Business Park
Denmead
Hampshire
PO7 6XP

Date: 18/3/26

COUNCIL OF DEANS OF HEALTH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income:					
Charitable activities	2	1,273,360	12,075	1,285,435	1,233,622
Investments	3	3,237	-	3,237	1,470
Total income		<u>1,276,597</u>	<u>12,075</u>	<u>1,288,672</u>	<u>1,235,092</u>
Expenditure:					
Charitable activities	4	1,152,973	78,477	1,231,450	1,083,805
Net income/(expenditure) for the year/ Net movement in funds		123,624	(66,402)	57,222	151,287
Total funds brought forward		810,316	82,561	892,877	741,590
Total funds carried forward		<u><u>933,940</u></u>	<u><u>16,159</u></u>	<u><u>950,099</u></u>	<u><u>892,877</u></u>

The notes on pages 24 to 34 form part of these financial statements.

All income and expenditure derive from continuing activities.

COUNCIL OF DEANS OF HEALTH

BALANCE SHEET

AS AT 31 JULY 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Intangible assets	10		38,647		-
Tangible assets	11		-		-
			<u>38,647</u>		<u>-</u>
Current assets					
Debtors	12	76,780		64,550	
Cash at bank and in hand		903,524		908,086	
		<u>980,304</u>		<u>972,636</u>	
Creditors: amounts falling due within one year	13	<u>(68,852)</u>		<u>(79,759)</u>	
Net current assets			<u>911,452</u>		<u>892,877</u>
Total assets less current liabilities			<u><u>950,099</u></u>		<u><u>892,877</u></u>
Income funds					
Restricted funds	15		16,159		82,561
Unrestricted funds			933,940		810,316
			<u>950,099</u>		<u>892,877</u>

The notes on pages 24 to 34 form part of these financial statements.

The financial statements were authorised and approved by the Trustees on 11 March 2026 and signed on their behalf by:



Professor Alison Macin
Trustee

COUNCIL OF DEANS OF HEALTH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash provided by operations	17		33,121		98,728
Cash flows from investing activities					
Purchase of intangible assets		(40,920)		-	
Interest received		3,237		1,470	
Net cash (used in)/generated from investing activities			<u>(37,683)</u>		<u>1,470</u>
Net (decrease)/increase in cash and cash equivalents			(4,562)		100,198
Cash and cash equivalents at beginning of year			<u>908,086</u>		<u>807,888</u>
Cash and cash equivalents at end of year			<u><u>903,524</u></u>		<u><u>908,086</u></u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies

Charity information

Council of Deans of Health is a private company limited by guarantee incorporated in England and Wales. The registered office is Woburn House, 20 Tavistock Square, London, WC1H 9HD, United Kingdom.

Accounting convention

The financial statements have been prepared in accordance with the Trust's governing document, the Companies Act 2006, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)).

Council of Deans of Health meets the definition of a public benefit entity under FRS 102.

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

The financial statements have been prepared under the historical cost convention. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The principal accounting policies adopted are set out below.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Incoming resources

Income is recognised when the Trust is entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Trust has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscriptions are recognised over the period to which they relate.

Conference fees and other income are recognised on an accruals basis.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies (Continued)

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to that category. Where costs cannot be directly attributable to a particular heading, they have been allocated to activities on a basis consistent with the use of the resource.

Direct costs, including directly attributable salaries, are allocated on the basis of time to the key strategic areas of activity.

Overheads and other salaries are allocated between activities on the bases of usage, ie the same basis as expenditure incurred directly in undertaking the activity.

Governance costs are those incurred in connection with the management of the Trusts' assets, the trusts' administration and compliance with constitutional and statutory requirements.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs are allocated on an appropriate basis as set out in note 5.

Intangible fixed assets other than goodwill

Website development costs are recognised as intangible assets when the website is expected to generate future economic benefits and the costs can be measured reliably. These costs are capitalised only if they relate to the development phase and the website is intended to provide operational functionality (e.g. donation processing, service delivery, or e-commerce). The amortisation period and method are reviewed annually to ensure they remain appropriate.

Amortisation is recognised so as to write off the cost of assets over their useful lives on the following bases:

Development costs	3 years straight line
-------------------	-----------------------

Costs incurred during the planning, research, or maintenance phases are expensed as incurred.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Capital expenditure below £5,000 is not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Over 4 years
-----------------------	--------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the Trust reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

1 Accounting policies (Continued)

Financial instruments

The Trust only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Liabilities are recognised on an accruals basis.

Basic financial assets

Short term debtors are measured at transaction price, less any impairment.

Basic financial liabilities

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Trust's contractual obligations expire or are discharged or cancelled.

Retirement benefits

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

Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

Company limited by guarantee

In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £1 per member of the Trust.

2 Charitable activities

	2025 £	2024 £
Subscriptions from membership	1,191,910	1,190,072
Fundraising income	8,000	2,850
Grant and contract income	85,525	40,700
	<u>1,285,435</u>	<u>1,233,622</u>
Analysis by fund		
Unrestricted funds	1,273,360	1,203,622
Restricted funds	12,075	30,000
	<u>1,285,435</u>	<u>1,233,622</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

3 Investments

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Interest receivable	3,237	-	3,237	1,470

4 Charitable activities

	2025 £	2024 £
Staff costs	848,187	751,584
Conference costs	161,107	146,116
Office rent	49,674	52,581
Rates	1,790	1,710
Travel and accommodation	16,103	9,400
Printing, postage and stationery	682	676
Telecommunications	3,164	2,605
Information technology	53,906	36,927
Cleaning	1,643	903
Repairs and maintenance	2,761	2,764
Meeting expenditure	1,618	2,417
Insurance	5,045	4,554
Bank charges	731	845
Recruitment and staff training costs	15,795	18,259
Sundry costs	7,975	4,854
Amortisation	2,273	-
Governance costs (see note 5)	58,996	47,610
	<u>1,231,450</u>	<u>1,083,805</u>
Analysis by fund		
Unrestricted funds	1,152,973	1,059,011
Restricted funds	78,477	24,794
	<u>1,231,450</u>	<u>1,083,805</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

5 Support costs

The charity only has one activity and as such there is no apportionment of support costs required. The charity recognises the following costs as governance costs, all of which are presented gross of VAT:

	2025 £	2024 £	Basis of allocation
Audit fees	6,000	9,480	Governance
Accountancy	28,012	23,334	Governance
Legal and professional	24,984	14,796	Governance
	<u>58,996</u>	<u>47,610</u>	
Analysed between			
Charitable activities	<u>58,996</u>	<u>47,610</u>	

6 Net movement in funds

	2025 £	2024 £
Net movement in funds is stated after charging		
Fees payable to the company's auditor for the audit of the company's financial statements net of VAT	6,000	9,480
Amortisation of intangible assets	2,273	-
Operating lease charges	49,674	52,581
	<u>58,947</u>	<u>62,061</u>

7 Trustees

The total expenses paid to or on behalf of the trustees during the year was £2,767 (2024: £1,361) to six trustees (2024: four trustees). This represented travel and subsistence expenses incurred in attending trustee meetings.

No trustee received remuneration in the year (2024: £nil) for their role as a trustee.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

8 Employees

Number of employees

The average monthly number employees during the year was:

	2025	2024
	Number	Number
Charitable activities	16	13
	<u> </u>	<u> </u>

Employment costs

	2025	2024
	£	£
Wages and salaries	716,293	622,898
Social security costs	60,951	64,862
Other pension costs	70,943	63,824
	<u> </u>	<u> </u>
	<u>848,187</u>	<u>751,584</u>

The number of employees whose remuneration for the period was £60,000 or more were:

	2025	2024
	Number	Number
£60,000 - £69,999	-	2
£70,000 - £79,999	2	-
£120,000 - £129,999	1	1
	<u> </u>	<u> </u>

The key management personnel of the charity comprises the Chief Executive Officer. Total employee benefits for the key management personnel were £147,953 (2024: £147,305).

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

10 Intangible fixed assets

	Development costs
	£
Cost	
At 1 August 2024	-
Additions - separately acquired	40,920
	<hr/>
At 31 July 2025	40,920
	<hr/>
Amortisation and impairment	
At 1 August 2024	-
Amortisation charged for the year	2,273
	<hr/>
At 31 July 2025	2,273
	<hr/>
Carrying amount	
At 31 July 2025	38,647
	<hr/> <hr/>
At 31 July 2024	-
	<hr/> <hr/>

11 Tangible fixed assets

	Fixtures and fittings
	£
Cost	
At 1 August 2024	23,130
Additions	-
Disposals	(23,130)
	<hr/>
At 31 July 2025	-
	<hr/>
Depreciation and impairment	
At 1 August 2024	23,130
Eliminated in respect of disposals	(23,130)
	<hr/>
At 31 July 2025	-
	<hr/>
Carrying amount	
At 31 July 2025	-
	<hr/> <hr/>
At 31 July 2024	-
	<hr/> <hr/>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

12 Debtors

	2025	2024
	£	£
Trade debtors	24,793	15,214
Prepayments and accrued income	51,987	49,336
	<u>76,780</u>	<u>64,550</u>

13 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Trade creditors		3,042	20,124
Other taxation and social security		21,244	17,860
Deferred income	14	24,785	15,205
Other creditors		-	5,495
Accruals		19,781	21,075
		<u>68,852</u>	<u>79,759</u>

14 Deferred income

	2025	2024
	£	£
Deferred income at 1 August	15,205	42,405
Released from previous years	(15,205)	(42,405)
Resources deferred in the year	24,785	15,205
	<u>24,785</u>	<u>15,205</u>

Deferred income relates to subscriptions and events. Income received in advance is deferred until the relevant period or the event takes place. Deferred income at the end of the year is all recognised in the following year.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unspent balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 August 2024	Incoming resources	Resources expended	Balance at 31 July 2025
	£	£	£	£
Burdett Trust for Nursing	82,561	-	(73,397)	9,164
Skills for Care	-	12,075	(5,080)	6,995
	<u>82,561</u>	<u>12,075</u>	<u>(78,477)</u>	<u>16,159</u>
	<u><u>82,561</u></u>	<u><u>12,075</u></u>	<u><u>(78,477)</u></u>	<u><u>16,159</u></u>
	Balance at 1 August 2023	Incoming resources	Resources expended	Balance at 31 July 2024
Burdett Trust for Nursing	77,355	30,000	(24,794)	82,561
	<u>77,355</u>	<u>30,000</u>	<u>(24,794)</u>	<u>82,561</u>
	<u><u>77,355</u></u>	<u><u>30,000</u></u>	<u><u>(24,794)</u></u>	<u><u>82,561</u></u>

Unrestricted funds

Unrestricted funds represents resources available for general purposes that fall within the charitable objectives of the charity.

Restricted funds

Burdett Trust for Nursing

The Burdett Trust for Nursing funds the Council to run the Student Leadership Programme which promotes and develops leadership skills among the future healthcare workforce through a year long programme full of events, coaching and exclusive opportunities.

Skills for Care

The project is intended to support Skills for Care in promoting social care nursing as a career amongst student nurses – growing awareness of social care as both an employment option and as an effective learning environment for student nurses on placement.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

16 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2025 are represented by:			
Intangible fixed assets	38,647	-	38,647
Debtors	76,780	-	76,780
Cash at bank and in hand	887,365	16,159	903,524
Current liabilities	(68,852)	-	(68,852)
	<u>933,940</u>	<u>16,159</u>	<u>950,099</u>
Fund balances at 31 July 2024 are represented by:			
Debtors	55,927	8,623	64,550
Cash at bank and in hand	834,148	73,938	908,086
Current liabilities	(79,759)	-	(79,759)
	<u>810,316</u>	<u>82,561</u>	<u>892,877</u>

17 Cash generated from operations

	2025 £	2024 £
Net movement in funds for the year	57,222	151,287
Adjustments for:		
Investment income recognised in statement of financial activities	(3,237)	(1,470)
Amortisation and impairment of intangible assets	2,273	-
Movements in working capital:		
(Increase) in debtors	(12,230)	(21,154)
(Decrease) in creditors	(20,487)	(2,735)
Increase/(decrease) in deferred income	9,580	(27,200)
Cash generated from operations	<u>33,121</u>	<u>98,728</u>

18 Operating lease commitments

At the reporting end date the Trust had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	44,864	44,864
Between one and five years	1,869	46,733
	<u>46,733</u>	<u>91,597</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2025

19 Related party transactions

There are no related party transactions to disclose for the current or previous financial year.

Remuneration of key management personnel is disclosed in note 8 of the financial statements.

COUNCIL OF DEANS OF HEALTH

England & Wales - Charity number 1186780

Accounts

Company number: 12341200 (England and Wales)
Charity number: 1186780 (England and Wales)
Charity number: SC049982 (Scotland)

Council of Deans of Health

Report and financial statements
For the year ended 31 July 2024

Council of Deans of Health

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For the year ended 31 July 2024

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Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2024

Company number 12341200
Country of incorporation United Kingdom

Charity number 1186780, SC049982
Country of registration England & Wales, and Scotland

Registered office and operational address Woburn House
20 Tavistock Square
London
WC1H 9HD

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Professor Alison Machin, Chair (from 1 August 2023)
Dr Norma Barry, Vice Chair
Samuel Armstrong (from 1 August 2024)
Alison Carr
Professor Carol Curran
Professor Marc Griffiths
David Holdsworth (resigned April 2024)
Professor Paula Holt MBE DL
Dr Mohammed Jakhara (from 1 August 2024)
Professor Andrea Nelson (resigned 31 July 2024)
Satbinder Sanghera (from 1 August 2024)
Angela Shimada (from 1 August 2024)
Professor Debra Towse
Raluca Oaten
James Wakefield (resigned 31 July 2024)
Robert Waterson (from 1 August 2024)

Key management personnel Ed Hughes, Chief Executive

Bankers National Westminster Bank plc
250 Bishopsgate
London
EC2M 4AA

Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2024

Solicitors	Womble Bond Dickinson (UK) LLP Helix The Spark Draymans Way Newcastle Upon Tyne NE4 5DE
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane London EC1Y 0TG

Introduction by the Chief Executive and Chair

This annual report covers the first full year of a new CEO and Chair at the Council of Deans of Health, with Ed Hughes taking over as CEO from 1 July 2023 and Professor Alison Machin's term as Chair commencing on 1 August 2023. It is also a period which coincides with the launch of the Long-Term Workforce Plan for NHS England in July and ends with the election of a new administration in Westminster following the General Election in July 2024. Alongside these, we saw significant change in the political leadership across the rest of the UK as well as in the leadership of key health and education regulators. These events, and their implications for the health and education sectors, provided the key external influences on the Council's ongoing work to support the delivery of an effectively educated and trained health workforce.

Whilst new leadership at the Council has inevitably led to some transitional work, it has also been a year in which significant progress has been made. Despite the increasingly challenging financial outlook for the higher education sector, our membership has continued to increase as both higher education and further education providers add to their portfolios of health programmes and seek the Council's support for their work. We have progressed work on a refreshed brand and website, which will see fruition in 2025, and held a series of highly successful events both in-person and on-line to bring our members together around the important policy issues facing the health and education systems.

Along with increased membership we have reinvigorated some of the member-led groups which support the sharing of good practice and cross-sectoral networking. It is particularly pleasing to see the way in which the CoDH Northern Ireland group has developed, as well as to see how our nascent Highlands and Islands network can support our members, including Associate Members, in remote and rural areas of the UK. Our nation groups, and regional groups in England, continue to provide a forum for effective networking and interaction with relevant national government, funding and policy bodies.

Whilst much of our policy work has focussed on the challenges of recruiting and retaining students to enter the health and care workforce, particularly in light of the expectations for growth in health professional staff numbers set out in the NHS Long-Term Workforce Plan, we have also enabled our members to contribute to important debates in other areas. These include: the regulation of Advanced Practitioners, where we reconvened our Advanced Practice working group to advise on NMC proposals; the development of an Educator Framework for Nurses and Midwives, where a number of CoDH representatives sat on the NHS England expert advisory group, and the establishment of a simulation reference group to enable our members to debate issues around the rapid development of simulated practice learning environments in health education programmes.

The Council's governance has been strengthened through recruitment of several new Trustees to augment our existing Board and replace the valuable counsel and expertise of our outgoing Trustees. We have appointed an additional member to the Nominations and Remuneration Committee with specific expertise in HR and Reward, and have undertaken a review of the effectiveness of that Committee ahead of a wider governance effectiveness review scheduled in the

year ahead. We are grateful for the time that our Trustees give to support the Council's work and ensure that we operate efficiently and effectively.

Report of the Trustees

The trustees present their report and the audited financial statements for the year ended 31 July 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

About the Council of Deans of Health

Purposes and aims

The Council of Deans of Health (the Council) represents the UK's strategic academic leaders in healthcare education and research. Our membership comprises over 100 university and further education faculties across every region and nation of the United Kingdom. They are based in England, Northern Ireland, Scotland, Wales, the Channel Islands, the Isle of Man, and Gibraltar. Our members deliver the overwhelming majority of British-educated nurses, midwives and allied health professionals, the future workforce of the NHS. At any one time they will be educating around 200,000 current and future health professionals and will carry out research that improves the population's health and wellbeing.

Our members educate:

- 97% of all UK nursing students
- 100% of all UK midwifery students
- 95.5% of all UK allied health students
- 97.7% of all UK postgraduate health students

Representative figures from 2020/21 HESA data return

Mission

The Council, on behalf of the UK healthcare education sector, advances and promotes healthcare education and research for the public benefit, through influencing Government policy and connecting our members.

Vision

Our vision is that governments in the UK are committed to quality education and research and a sustainable healthcare academic workforce, in order to safeguard and improve the health and wellbeing of the public.

Values

We are **inclusive**

We champion diversity, equity, and inclusion across our sector and to its leaders.

We give voice to underrepresented individuals and communities.

We are **innovative**

We build meaningful networks that strive for innovation.

We generate ideas based on evidence.

We are **impactful**

We deliver our charity objectives with commitment and accountability.

We focus on impactful outcomes.

Objects

The only objects for which the Charity is established are to advance and promote education and research for the public benefit in particular by:

- informing and influencing UK health and social care education policy and practice to promote positive outcomes for those who benefit from the Charity's work and promoting innovations across the sector;
- enhancing the skills, expertise and knowledge base of those engaged in delivering high quality education and research outcomes for the benefit of students;
- encouraging and promoting collaboration between Members and/or Associate Members and policy makers, regulators, employers and others doing work relevant to the sector both in the UK and globally in order to share sector knowledge and expertise and promote innovation; and
- any such ancillary and incidental exclusively charitable activities as the Trustees from time to time think fit.

Beneficiaries of our services and public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

All the work we support, influence and deliver as part of our charitable objects leads to better outcomes for our healthcare and healthcare research workforce. This includes healthcare students, our current and future professionals, and their employers. More widely, our work underpins the sustainability of healthcare education, and therefore healthcare itself in the United Kingdom, benefitting the NHS, patients, communities and country at large.

We engage with employers of academic staff delivering research and education for healthcare professions proactively as part of our policy work and we will commit to increase our involvement with the social care sector. We seek to engage students with policy development through participation in stakeholder meetings where possible and will work to develop further mechanisms to bring the student voice into our policy work more strongly in future. Whilst continuing the

Student Leadership Programme we will also encourage and support our members to embrace student leadership within their faculties.

Strategy and policy priorities

The Council 2025 Strategy identifies three key aims that helps deliver progress in these policy areas:

- **Influence** policy across the UK promoting the essential contribution of our sector to health and social care.
- Offer excellent services to our members creating sustainable sector **networks**.
- **Advance** healthcare education and research by strengthening our sector and organisation.

The Council's strategic policy areas are:

- Equality, diversity and inclusion
- Pedagogy and innovation
- Regulation
- Research
- Sector sustainability

The first four of these are supported by member-led Strategic Policy Groups (SPGs) that co-create policy with Council staff and support our vision to create sustainable networks for members. Alongside the SPGs, the Council has continued to facilitate nation groups for Scotland, Wales, Northern Ireland and England. The latter sitting above English regional groups that are also supported by Council staff.

Engagement with SPGs, nation groups and the wider membership, culminated in the development of key priorities which were highlighted during the 2024 General Election and continue to be relevant in our engagement with the new Westminster government and devolved administrations.

The Council has a wide body of policy work, but the key policy priorities developed for the General Election and current parliament are to:

- Urgently address the growing shortfall in healthcare educators and researchers
- Boost healthcare student recruitment and retention as a priority
- Review the overlapping layers of regulation facing healthcare education
- Expand and diversify the placements needed for a growth in healthcare students

The Council continues to advocate for:

- A joint endeavour between health and education sectors – led from the top with cross-departmental work and shared responsibility between the Department of Health and Social Care and the Department for Education as well as the equivalent ministries in the devolved nations
- The involvement of universities at every stage in discussions and decisions on the NHS workforce they educate, including at local level with their NHS and community partners

Achievements and performance

The Charity's activities focus on advancing and promoting education and research and are undertaken to further the Council of Deans of Health's charitable purposes for the public benefit.

The Council advocated on behalf of our members for the importance of close collaboration across the health and education sectors, and the need for education partners to be involved at all stages in policy development relating to the future health workforce. We worked with government, education placement providers, university sector bodies, regulators and other stakeholders to provide opportunities for our members, their students and wider staff in relation to health education, research and knowledge exchange. The Council worked with our members to ensure that the nation groups and Strategic Policy Groups continued to deliver benefits both in terms of policy engagement and sharing of good practice across the sector.

Influencing policy across the UK

A General Election year presented a good opportunity to highlight member's priorities as set out above and summarised in a widely shared manifesto document that was used to engage with all major political parties, including via party conference attendance and media coverage. This work was shared with sector partners to support their own policy development to align positions, most directly via a shared intervention in the form of an open letter to an incoming government highlighting these policy concerns.

This body of work continues to frame the Council's engagement with the Westminster and devolved governments as well as opposition parties and new and returning MPs. Members were also supported by conference events and webinars to understand political and policy developments during the election as well as to engage with them and thereby add to the Council and member's influence on the policy agenda.

The Council continued its close engagement with health and education partners, holding regular meetings with regulators and NHS bodies and facilitating their engagement with members.

Publications

Highlights of the Council's publications included:

- Briefings and comment on the annual UCAS cycle and A-Level results day
- Work with partners on [Education for sustainable healthcare within UK pre-registration curricula for allied health professions](#)
- The report: [Simulation in Nursing Education: An Evidence Base for the Future](#)
- A follow-up report to Pandemic Powered Improvements: [Post-Pandemic Progress – Lessons Learnt in Healthcare Education](#)

Events and campaigns

The Council delivered an extensive programme of conferences and webinars for its members. Alongside the Autumn, Spring and Summer Conferences, the Council held its first Research and Innovation Conference in January 2023. The four conferences attracted a total of 460 delegates and over 500 attended the 16 online events. The Council's events supported the development of networks among its members, the sharing of good practice, discussion of some of the key issues facing the sector, policy insights, and presentations from major stakeholders. The webinars provided an opportunity to focus on specific areas and attract a more diverse audience from within member organisations.

The Council's themed campaign months included Race Equity Month, Research Month and Innovation Month. These campaigns featured social media output and engagement, podcasts, blogs and webinars and helped support the delivery of the Council's policy work in these key areas.

Student Leadership Programme

The Council continued to advance the promotion and development of leadership skills amongst student nurses, midwives and allied health professionals by delivering a further year of its highly successful #150Leaders Student Leadership Programme to a cohort of 54 students drawn from across all four home nations, representing 36 universities and 17 professions.

Since 2017 the Council has worked with the Burdett Trust for Nursing to deliver this programme which has seen over 400 students from all four home nations of the UK participate, representing more than 15 different professions, including all four fields of nursing, midwifery and the allied health professions. The funding from the Burdett Trust for Nursing ensures that places for successful applicants are fully subsidised and there is no cost to the students to participate. NHS England offered additional places for AHP students as part of their work to promote and support AHP leadership.

The Programme has been co-designed with students to ensure it focuses on areas not covered in current pre-registration curricula. It offers events with practical exercises, groupwork and lectures, along with presentations from senior leaders within the healthcare and healthcare higher education sectors. Students also receive individual coaching scheme with access to healthcare leaders, two exclusive online events, and an online community made of discussions and workshop addressing diverse topics linked with leadership by leaders in the sector. Students were encouraged to put leadership skills in practice by undertaking a personal leadership project of their choice.

Plans for the future

The Council will continue to deliver on the aims outlined in the *Council 2025 Strategy* whilst developing a new strategy to take effect from August 2025. We will continue to effectively engage

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Trustees' annual report

For the year ended 31 July 2024

with government and regulators across the UK and represent our members and the sector, influencing policy UK-wide for high quality education and research.

With a new Government, political engagement will form a major part of our work but alongside this it will continue to deliver on our wider policy and member services priorities.

Our policy work will focus on:

- Influencing discussions on the funding and support for delivering healthcare higher education in the context of a new administration following the 2024 General Election
- Shaping regulatory reform to ensure new technologies and simulation are properly embedded in regulatory standards
- Supporting our members to recruit and retain the students needed to deliver the long-term ambitions of increasing the number of health and care professionals
- Enhancing research capacity to promote the impact of healthcare research in society, including advancing work on clinical academic careers
- Working to shape healthcare education provision shortages across the UK to promote the impact of healthcare research in society
- Advancing work on clinical academic research careers in Nursing, Midwifery and Allied Health.
- Understanding the challenges and opportunities facing the academic educator workforce, particularly in the context of financial sustainability challenges
- Supporting social mobility through equality, diversity and inclusion activities and continuing to develop our partnership working across the tertiary education system
- Implementing the MOU with the Australian Council of Deans of Health Sciences, Council of Deans of Nursing and Midwifery (Australia and New Zealand) and Universities Australia
- Supporting and promoting our members' and sector innovation to address the future needs of the health and care workforce, particularly in respect of AI and digital technologies; community-based healthcare; prevention and public health; and health care delivered in social care settings.

Our member engagement will include:

- Developing and implementing a new website underpinned by a refreshed brand identity
- Supporting and developing national/regional groups and Strategic Policy Groups, including a new Simulation Reference Group and re-establishment of the Advanced Practice Group on an ad-hoc basis to support work around the regulation of Advanced Practitioners in nursing and midwifery
- Delivering a programme of conferences and online events
- Running campaign months, including Race Equity Month, Research Month and Innovation Month
- Delivering another cohort of the #150Leaders Student Leadership Programme in 2024/25.
- Exploring opportunities for leadership development, including peer support amongst members and scoping of partnership working
- Continuing our programme of member visits
- Consulting with members on the development of the Council's new strategy.

Financial review

The total incoming resources of the charity were £1,235k (2023: £1,130k). Of the total income £1,205k (2023: £1,070k) was unrestricted and £30k (2023: £60k) restricted.

Unrestricted income predominantly includes income from members, in the form of subscriptions and event income. The restricted income relates to 2 projects and further details of these are provided in note 14 to the financial statements.

Total expenditure for the year was £1,083k (2023: £1,055k) of which £751k (2023: £689k) was staff costs.

The movement in funds for the year ended 31 July 2024 was £151k.

The funds at 31 July 2024 amounted to £893k (2023: £742k) of which £810k (2023: £664k) were unrestricted funds and £83k (2023: £77k) were restricted funds. All funds are held as net current assets with none tied up in fixed assets.

Principal risks and uncertainties

The Board is responsible for ensuring that the Council has in place an effective and robust risk management framework to enable the organisation to manage and mitigate risks effectively.

Identified strategic risks are:

- Sector and Council inability to adapt to rapidly changing external environment
- Reputational risk arising from an adverse event relating to the Council, members, partners or stakeholders.
- Governance structures and processes fail to ensure the delivery of the Council's charitable objectives and deliver appropriate benefit to members and other beneficiaries.
- Inability to develop and deliver the Council's strategy effectively.
- Failure to respond and adapt to the needs of members.
- Negative impact on the Council from challenges to (health education) sector financial sustainability.
- Failure to manage the Council's human and financial resources effectively and sustainably.
- Failure to meet legal or regulatory obligations (this might include charity commission regulation, health and safety law, company law, non-compliance with requirements for fundraising activities, Disability Discrimination Act, Data Protection legislation etc.)
- Negative impacts on the Council resulting from attempts to defraud the organisation.

Specific activities carried out to proactively mitigate and control risks include:

Governance

- Regular reviews of key processes, implementing the conclusions of the review of Nominations and Remuneration Committee effectiveness and initiating an externally led governance effectiveness review to be completed during 2024–25.
- Rigorous processes for recruiting suitably qualified Trustees and effective induction into their roles.
- Chair reflecting on performance with all Trustees annually.
- Trustees are regularly briefed on developments in charity regulation and other relevant legal matters.
- The Council retains legal experts to advise on issues where there may be compliance issues.
- Key compliance issues are brought to the attention of the Board in good time.
- Due diligence for approving new members; maintaining and developing strong relationships with members, partners and key media personnel; timely responses to incidents; and development of a communications protocol.

Operational effectiveness

- Regular monitoring of delivery and available resources; annual strategy reviews; proactive forecasting; and member feedback and engagement.
- Consideration given to any increases in costs for membership, webinars and events to ensure that the Council brings in sufficient income whilst maintaining affordability for members.
- Monitoring of member engagement and satisfaction via annual member satisfaction survey and engagement tracking.
- Council staff well-being survey to monitor staff engagement.

Policy and influencing

- Effective horizon scanning; proactive responding to developments including scenario planning; and strong stakeholder engagement
- The Council's nation groups are well established and supported; regular policy engagement with UK and devolved nations governments and all professions; deployment of staff resources, expertise in all areas; and management of member expectations.
- Increased focus on sector sustainability in policy work and engagement with stakeholders in partner organisations and governments, responding to Long Term Workforce Plan and any subsequent policy plans.

Fraud

- Cyber Essentials certification (this was successfully renewed in March 2024) and working closely with IT supplier Xperience Group to identify and implement improvements to cyber security.
- Ongoing training for all staff through the KnowBe4 service which includes random phishing attacks.
- Following financial processes and having financial controls to mitigate the risk of fraud.

Cyber security incident, 27 March 2024

The Council experienced a cyber security incident on 27 March 2024 at 12:45, when a third party logged in to a user account via a phishing attack, which resulted in a user's email account being compromised and an intruder briefly having access to some of our systems, causing a limited breach of personal data. The breach lasted for less than four hours and resulted in a very limited loss of data. Council staff worked with our IT suppliers to take appropriate action to restore the security of our IT systems. As a data breach had taken place a report was filed with the Information Commissioner's Office (ICO) and the Charity Commission in line with their guidance on reporting cyber-incidents. Both the ICO and the Charity Commission were assured that the issues were being dealt with appropriately and responsibly and that no regulatory action was needed.

Following the cyber security incident, we worked with our IT service providers to identify areas where our systems could be strengthened against future cyber-incidents. We continue to monitor the risks around IT and data security, seeking to further mitigate any risks with ongoing staff training.

Reserves policy and going concern

The reserves policy is reviewed annually by the trustees. Currently a target of four to six months of unrestricted expenditure is deemed appropriate to ensure sufficient funds are available to meet current commitments and allowing for uncertain income streams and/ or exceptional expenditure. The range is calculated between £353,004 and £529,506. The actual reserves at 31 July 2024 are £810,316. The excess reserves held are to allow future investment in IT, staffing developments and initiatives to support the delivery of the current and future strategy of the organisation.

The trustees have considered whether the charity has the ability to continue as a going concern. The trustees have made appropriate enquiries and consider that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Fundraising

The Council does not engage in fundraising from individuals but derives its income from member subscriptions and events, events sponsorship, and grant funding for the delivery of specific projects.

Governance and management

The organisation is a charitable company limited by guarantee, incorporated on 29 November 2019 and registered as a charity on 5 December 2019 in England and Wales and on 25 February 2020 in Scotland. The company was established under articles of association which established the objects and powers of the charitable company and is governed under its articles of association.

Trustees

The Board is comprised of up to six Elected Trustees, six Appointed Trustees and a Chair and normally meets four times per year. Trustees are appointed for a three-year term. At the end of each term a Trustee who remains able and willing to do so and whose reappointment is supported by the Nominations and Remuneration Committee, may be reappointed. All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 8 to the accounts.

Trustee induction and training

New Trustees received information supporting their induction, which includes relevant Charity Commission documents on the role of a trustee, trustee role description, a copy of the Articles of Association, scheme of delegation, Nominations and Remuneration Committee terms of reference, conflict of interest policy, nation group terms of reference, and the Strategic Plan. This was supported by an in-person induction with members of the senior leadership team and one-to-one meetings with the CEO and Chair. It is the aim of the organisation to update Trustees and members on any new legislation that may affect the governance of the charity and to offer on-going support through additional training when required.

Remuneration policy for key management personnel

The Chief Executive leads a Senior Leadership Team comprising the Head of Membership and Operations and the Head of Policy and External Affairs. Senior Leadership Team pay is determined at the discretion of the Nominations and Remuneration Committee, supported by external reward remuneration advice and benchmarking, and approved by the Board of Trustees.

Statement of responsibilities of the trustees

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

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- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 July 2024 was 110. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The directors' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the Trustees on 5 March 2025 and signed on their behalf by

Professor Alison Machin
Chair, Council of Deans of Health

Independent auditor's report

To the members of

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Opinion

We have audited the financial statements of Council of Deans of Health (the 'charitable company') for the year ended 31 July 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Council of Deans of Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditor's report

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Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of

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company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or

Independent auditor's report

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that had a fundamental effect on the operations of the charity from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
 - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
 - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
 - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

7 April 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

COUNCIL OF DEANS OF HEALTH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income:					
Charitable activities	2	1,203,622	30,000	1,233,622	1,129,565
Investments	3	1,470	-	1,470	792
Total income		<u>1,205,092</u>	<u>30,000</u>	<u>1,235,092</u>	<u>1,130,357</u>
Expenditure:					
Charitable activities	4	1,059,011	24,794	1,083,805	1,054,647
Net income for the year/ Net movement in funds		146,081	5,206	151,287	75,710
Total funds brought forward		664,235	77,355	741,590	665,880
Total funds carried forward		<u>810,316</u>	<u>82,561</u>	<u>892,877</u>	<u>741,590</u>

The notes on pages 22 to 30 form part of these financial statements.

All income and expenditure derive from continuing activities.

**BALANCE SHEET
AS AT 31 JULY 2024**

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	10		-		-
			<u>-</u>		<u>-</u>
Current assets					
Debtors	11	64,550		43,396	
Cash at bank and in hand		908,086		807,888	
		<u>972,636</u>		<u>851,284</u>	
Creditors: amounts falling due within one year	12	(79,759)		(109,694)	
Net current assets			<u>892,877</u>		<u>741,590</u>
Income funds					
Restricted funds	14		82,561		77,355
Unrestricted funds			810,316		664,235
			<u>892,877</u>		<u>741,590</u>

The notes on pages 22 to 30 form part of these financial statements.

The financial statements were authorised and approved by the Trustees on 5 March 2025 and signed on their behalf by:

.....

Name: Professor Alison Machin
Trustee

COUNCIL OF DEANS OF HEALTH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash provided by operations	16		98,728		146,572
Cash flows from investing activities					
Interest received		1,470		792	
Net cash provided by investing activities			1,470		792
Net increase in cash and cash equivalents			100,198		147,364
Cash and cash equivalents at beginning of year			807,888		660,524
Cash and cash equivalents at end of year			908,086		807,888

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

1 Accounting policies

Charity information

Council of Deans of Health is a private company limited by guarantee incorporated in England and Wales. The registered office is Woburn House, 20 Tavistock Square, London, WC1H 9HD, United Kingdom.

Accounting convention

The financial statements have been prepared in accordance with the Trust's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)).

Council of Deans of Health meets the definition of a public benefit entity under FRS 102.

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

The financial statements have been prepared under the historical cost convention. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The principal accounting policies adopted are set out below.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Incoming resources

Income is recognised when the Trust is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Trust has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscriptions are recognised over the period to which they relate.

Conference fees and other income are recognised on an accruals basis.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2024

1 Accounting policies (Continued)

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to that category. Where costs cannot be directly attributable to a particular heading, they have been allocated to activities on a basis consistent with the use of the resource.

Direct costs, including directly attributable salaries, are allocated on the basis of time to the key strategic areas of activity.

Overheads and other salaries are allocated between activities on the bases of usage, ie the same basis as expenditure incurred directly in undertaking the activity.

Governance costs are those incurred in connection with the management of the Trusts' assets, the trusts' administration and compliance with constitutional and statutory requirements.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs are allocated on an appropriate basis as set out in note 5.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Capital expenditure below £5,000 is not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Over 4 years
-----------------------	--------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The Trust only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Liabilities are recognised on an accruals basis.

Basic financial assets

Short term debtors are measured at transaction price, less any impairment.

Basic financial liabilities

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Trust's contractual obligations expire or are discharged or cancelled.

Retirement benefits

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

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2024

1 Accounting policies (Continued)

Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

Company limited by guarantee

In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £1 per member of the Trust.

2 Charitable activities

	2024 £	2023 £
Subscriptions from membership	1,190,072	1,066,565
Fundraising income	2,850	3,000
Grant and contract income	40,700	60,000
	<u>1,233,622</u>	<u>1,129,565</u>
Analysis by fund		
Unrestricted funds	1,203,622	1,069,565
Restricted funds	30,000	60,000
	<u>1,233,622</u>	<u>1,129,565</u>

3 Investments

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Interest receivable	1,470	-	1,470	792
	<u>1,470</u>	<u>-</u>	<u>1,470</u>	<u>792</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2024

4 Charitable activities

	2024 £	2023 £
Staff costs	751,584	688,973
Conference costs	146,116	124,936
Office rent	52,581	46,029
Rates	1,710	1,404
Travel and accommodation	9,400	13,954
Printing, postage and stationery	676	4,435
Telecommunications	2,605	3,744
Information technology	36,927	31,317
Cleaning	903	1,528
Repairs and maintenance	2,764	2,634
Meeting expenditure	2,417	8,513
Insurance	4,554	3,934
Bank charges	845	1,357
Recruitment and staff training costs	18,259	51,307
Sundry costs	4,854	3,740
Governance costs (see note 5)	47,610	66,842
	<u>1,083,805</u>	<u>1,054,647</u>
Analysis by fund		
Unrestricted funds	1,059,011	919,605
Restricted funds	24,794	135,042
	<u>1,083,805</u>	<u>1,054,647</u>

5 Support costs

The charity only has one activity and as such there is no apportionment of support costs required. The charity recognises the following costs as governance costs, all of which are presented net of VAT:

	Support costs £	Governance costs £	2024 £	2023 £	Basis of allocation
Audit fees	-	9,480	9,480	9,020	Governance
Accountancy	-	23,334	23,334	22,114	Governance
Legal and professional	-	14,796	14,796	35,708	Governance
	<u>-</u>	<u>47,610</u>	<u>47,610</u>	<u>66,842</u>	
Analysed between Charitable activities	<u>-</u>	<u>47,610</u>	<u>47,610</u>	<u>66,842</u>	

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

6 Net movement in funds	2024	2023
	£	£
Net movement in funds is stated after charging		
Fees payable to the company's auditor for the audit of the company's financial statements net of VAT	9,480	9,020
Operating lease charges	52,581	46,029
	<u> </u>	<u> </u>

7 Trustees

The total expenses paid to or on behalf of the trustees during the year was £1,361 (2023: £3,010) to four trustees (2023: three trustees). This represented travel and subsistence expenses incurred in attending trustee meetings.

No trustee received remuneration in the year (2023: £nil) for their role as a trustee.

8 Employees

Number of employees

The average monthly number employees during the year was:

	2024	2023
	Number	Number
Charitable activities	13	12
	<u> </u>	<u> </u>

Employment costs

	2024	2023
	£	£
Wages and salaries	622,898	578,149
Social security costs	64,862	56,796
Other pension costs	63,824	54,028
	<u> </u>	<u> </u>
	<u>751,584</u>	<u>688,973</u>

The number of employees whose remuneration for the period was £60,000 or more were:

	2024	2023
	Number	Number
£60,000 - £69,999	2	3
£120,000 - £129,999	1	-
	<u> </u>	<u> </u>

The key management personnel of the charity comprises the Trustees and the Chief Executive Officer. Total employee benefits for the key management personnel were £147,305 (2023: £90,925).

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

10 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 August 2023	23,130
Additions	-
	<hr/>
At 31 July 2024	23,130
	<hr/>
Depreciation and impairment	
At 1 August 2023	23,130
	<hr/>
At 31 July 2024	23,130
	<hr/>
Carrying amount	
At 31 July 2024	-
	<hr/> <hr/>
At 31 July 2023	-
	<hr/> <hr/>

11 Debtors

	2024 £	2023 £
Trade debtors	15,214	556
Prepayments and accrued income	49,336	42,840
	<hr/>	<hr/>
	64,550	43,396
	<hr/> <hr/>	<hr/> <hr/>

12 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Trade creditors		20,124	9,136
Other taxation and social security		17,860	20,924
Deferred income	13	15,205	42,405
Other creditors		5,495	5,658
Accruals		21,075	31,571
		<hr/>	<hr/>
		79,759	109,694
		<hr/> <hr/>	<hr/> <hr/>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

13 Deferred income

	2024 £	2023 £
Subscriptions and events	15,205	42,405

Income received in advance is deferred until the relevant period or the event takes place. Deferred income at the end of the year is all recognised in the following year.

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 August 2023	Incoming resources	Resources expended	Balance at 31 July 2024
	£	£	£	£
Burdett Trust for Nursing	77,355	30,000	(24,794)	82,561
	<u>77,355</u>	<u>30,000</u>	<u>(24,794)</u>	<u>82,561</u>
	<u><u>77,355</u></u>	<u><u>30,000</u></u>	<u><u>(24,794)</u></u>	<u><u>82,561</u></u>
	99,277	30,000	(51,922)	77,355
Burdett Trust for Nursing	99,277	30,000	(51,922)	77,355
Health Education England	53,120	30,000	(83,120)	-
	<u>152,397</u>	<u>60,000</u>	<u>(135,042)</u>	<u>77,355</u>
	<u><u>152,397</u></u>	<u><u>60,000</u></u>	<u><u>(135,042)</u></u>	<u><u>77,355</u></u>

Unrestricted funds

Unrestricted funds represents resources available for general purposes that fall within the charitable objectives of the charity.

Restricted funds

Burdett Trust for Nursing

The Burdett Trust for Nursing funds the Council to run the Student Leadership Programme which promotes and develops leadership skills among the future healthcare workforce through a year long programme full of events, coaching and exclusive opportunities.

Health Education England (HEE)

HEE funded the Council to run projects that supported its AHP Workforce Reform work. Specifically, projects relating to Equality, Diversity and Inclusion, advancing practice, simulation, and supporting the AHP educator workforce. Additionally, funding supported ongoing Council work on the Student Leadership Programme and the Fellowship Scheme targeted at academies from under-represented groups.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2024

15 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2024 are represented by:			
Debtors	55,927	8,623	64,550
Cash at bank and in hand	834,148	73,938	908,086
Current liabilities	(79,759)	-	(79,759)
	<u>810,316</u>	<u>82,561</u>	<u>892,877</u>
Fund balances at 31 July 2023 are represented by:			
Debtors	27,137	16,259	43,396
Cash at bank and in hand	735,240	72,648	807,888
Current liabilities	(98,142)	(11,552)	(109,694)
	<u>664,235</u>	<u>77,355</u>	<u>741,590</u>

16 Cash generated from operations

	2024 £	2023 £
Net movement in funds for the year	151,287	75,710
Adjustments for:		
Investment income recognised in statement of financial activities	(1,470)	(792)
Movements in working capital:		
(Increase)/decrease in debtors	(21,154)	19,983
(Decrease)/increase in creditors	(2,735)	9,266
(Decrease)/increase in deferred income	(27,200)	42,405
Cash generated from operations	<u>98,728</u>	<u>146,572</u>

17 Operating lease commitments

At the reporting end date the Trust had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	44,864	44,864
Between one and five years	46,733	-
	<u>91,597</u>	<u>44,864</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2024

18 Related party transactions

There are no related party transactions to disclose for the current or previous financial year.

Remuneration of key management personnel is disclosed in note 8 of the financial statements.

COUNCIL OF DEANS OF HEALTH

England & Wales - Charity number 1186780

Accounts

Company number: 12341200 (England and Wales)
Charity number: 1186780 (England and Wales)
Charity number: SC049982 (Scotland)

Council of Deans of Health

Report and financial statements
For the year ended 31 July 2023



SAYER | VINCENT
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Council of Deans of Health

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Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2023

Company number 12341200
Country of incorporation United Kingdom

Charity number 1186780, SC049982
Country of registration England & Wales, and Scotland

Registered office and operational address Woburn House
20 Tavistock Square
London
WC1H 9HD

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Professor Brian Webster-Henderson, Chair (resigned 31 July 2023)
Professor Alison Machin, Chair (from 1 August 2023)
Dr Norma Barry, Vice Chair
Alison Carr
Professor Carol Curran
Professor Marc Griffiths
David Holdsworth
Professor Paula Holt
Professor Andrea Nelson
Paul Newman (resigned 31 July 2023)
Professor Debra Towse
Raluca Oaten
James Wakefield

Key management personnel Dr Katerina Kolyva, Chief Executive (to 6 February 2023)
Ed Hughes, Chief Executive (from 1 July 2023)

Bankers National Westminster Bank plc
250 Bishopsgate
London
EC2M 4AA

Solicitors Womble Bond Dickinson (UK) LLP
Helix
The Spark
Draymans Way
Newcastle Upon Tyne
NE4 5DE

Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2023

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
110 Golden Lane
London
EC1Y 0TG

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

The trustees present their report and the audited financial statements for the year ended 31 July 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The Council of Deans of Health (the Council) represents the UK's universities engaged in education and/or research for nursing, midwifery, and the allied health professions. At any one time, our 106 members will educate around 200,000 current and future professionals and will carry out research that improves the population's health and wellbeing. Our members are based in England, Northern Ireland, Scotland, Wales, the Channel Islands, the Isle of Man, and Gibraltar.

Mission

The Council, on behalf of the UK university healthcare education sector, advances and promotes healthcare education and research for the public benefit, through influencing Government policy and connecting our members.

Vision

Our vision is that governments in the UK are committed to quality education and research and a sustainable healthcare academic workforce, in order to safeguard and improve the health and wellbeing of the public.

Values

We are **inclusive**

We champion diversity, equity, and inclusion across our sector and to its leaders.

We give voice to underrepresented individuals and communities.

We are **innovative**

We build meaningful networks that strive for innovation.

We generate ideas based on evidence.

We are **impactful**

We deliver our charity objectives with commitment and accountability.

We focus on impactful outcomes.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

Objects

The only objects for which the Charity is established are to advance and promote education and research for the public benefit in particular by:

- informing and influencing UK health and social care education policy and practice to promote positive outcomes for those who benefit from the Charity's work and promoting innovations across the sector;
- enhancing the skills, expertise and knowledge base of those engaged in delivering high quality education and research outcomes for the benefit of students;
- encouraging and promoting collaboration between Members and/or Associate Members and policy makers, regulators, employers and others doing work relevant to the sector both in the UK and globally in order to share sector knowledge and expertise and promote innovation; and
- any such ancillary and incidental exclusively charitable activities as the Trustees from time to time think fit.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Strategic report

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on advancing and promoting education and research and are undertaken to further the Council of Deans of Health's charitable purposes for the public benefit.

The work of the Council over this period was underpinned by the Corporate Plan for 2022-23 and, more widely, the Council 2025 Strategy. Underpinning these was a focus on the strategic policy areas of equality, diversity and inclusion; pedagogy and innovation; regulation; research and sector sustainability.

During the course of the year there was a change to the leadership of the Council with the departure as Chief Executive in February 2023 of Dr Katerina Kolyva. The new Chief Executive Ed Hughes joined in July 2023 following an interim period in which the Head of Membership and Operations and the Head of Policy and External Affairs assumed additional responsibilities with the support of the Chair and Vice-Chair.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

The Council 2025 Strategy identifies three key aims that help deliver progress in these policy areas:

- **Influence** policy across the UK promoting the essential contribution of our sector to health and social care.
- Offer excellent services to our members creating sustainable sector **networks**.
- **Advance** healthcare education and research by strengthening our sector and organisation.

The following summary of highlights for this period falls under these headings.

Influence

The Council built on the significant progress made in political engagement in the year before to continue to amplify its voice and advocate the aims of its members. Over this period there was significant involvement in the development of the NHS England Long Term Workforce Plan, including attendance at a No10 Downing Street roundtable and a high profile visit of the Health Secretary, Steve Barclay, to a member university following the launch of the plan. The key influencing work to include the education workforce in the plan was successful and the Council was viewed as an important stakeholder in the launch of the plan and in its subsequent implementation, which remains ongoing.

This sat alongside continued engagement with administrations across the UK and the Council's attendance at the 2022 Labour, Conservative and SNP party conferences, as well as the 2023 Liberal Democrat spring conference. Meetings with senior frontbenchers were held at each of these.

Overall, the Council's relationships with key stakeholders across politics, the civil service and NHS matured over this time and enabled a greater degree of mutual trust through which to influence the policy agenda to meet the needs of members.

Networks

The work of the Strategic Policy Groups (SPGs) continued throughout this time with a particular focus on developing policy proposals for the Council's planned manifesto paper in anticipation of a 2024 general election. The four groups, focussed on the policy priorities of EDI, pedagogy and innovation, regulation and research, met quarterly and continued to be inclusive of four nation and cross-profession perspectives.

The SPGs sat alongside the Nation Groups bringing together members from England, Wales and Scotland respectively. Plans have been developed to re-establish a CoDH Northern Ireland to operate on similar terms as the other nation groups. Quarterly meetings, with at least one in person annually for each, were held and the groups played an important role in engagement with devolved administrations and Westminster throughout the year. Regional groups across the English regions met throughout this period supporting the work of CoDH England at national level.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

The work of both the Nation Groups and SPGs were more integrated into the events programme to further reflect their status within the Council.

The Council continued to support the Clinical Academics Role Implementation (CARIN) Network with over 60 institutions involved and used this as a model for a new memorandum of understanding with the UK Network of Professors in Midwifery and Maternal and Newborn Health. A joint statement with the Council's Australian equivalents also laid the groundwork for the development of a further memorandum of understanding with Universities Australia, Australian Council of Deans of Health Sciences and Council of Deans of Nursing and Midwifery (Australia and New Zealand).

Monthly meetings continued with the Nursing and Midwifery Council (NMC), Health and Care Professions Council (HCPC) and others facilitating the Council's work. Along with annual member meetings with both, engagement with these important regulators remained strong including on the areas of regulatory reform and potential plans to regulate advanced practice.

A programme of 16 online events drew a total audience of 662 delegates and three face-to-face events drew a total audience of 332 delegates from among the Council's membership and supported the development of sustainable sector networks.

Advance

The Council's general work was supplemented by the publication of papers such as the Pandemic Powered Improvements report in October 2022 as well as an AHP Educator Career Framework and Anti-racism in AHP Education papers in April 2023.

Programmes to support key themes continued to be delivered as part of themed months of activity. These included in November 2022, Race Equity Month; in February 2023 Research Month; and Innovation Week in June 2023 each with a series of webinars, blogs, podcasts and social media activity exploring these themes. The Anti-Racism Group continued to support the work of the Race Equity Month with online meetings to discuss its content and approach.

The Council continued to advance the development of the sector via the Student Leadership Programme's (SLP) 2022 cohort comprising 60 students drawn from across all four home nations, representing 47 universities and 15 professions. A residential event was held in September 2022 and an online event in March 2023. Students received individual coaching over the course of the programme.

The Board determined that the Fellowship Scheme would not be extended in its current form. A final event was held, presenting the evaluation of participants and setting out how the Council will continue to support them as decisions are made on where future such programmes could be offered.

Beneficiaries of our services

Both the employers of academic staff delivering research and education for healthcare professions and the healthcare students at our member institutions are final beneficiaries of the Council's work. All the work the Council supports, influences and delivers as part of its charitable objects leads to better outcomes for the students, current and future professionals and their employers that form the healthcare and healthcare research workforce. The Council engages with employers of academic staff delivering research and education for healthcare professions proactively as part of its policy work and the Council will commit to increasing its involvement with the social care sector. While the Council commits to continuing the Student Leadership Project following overwhelming feedback from its members, it will also encourage and support its members to embrace student leadership within their faculties. The Council seeks to engage students with policy development through participation in stakeholder meetings where possible, and will work to develop further mechanisms to bring the student voice into its policy work more strongly in future. More widely, the Council's work underpins the sustainability of healthcare education, and therefore healthcare itself in the United Kingdom, benefiting the NHS, patients, communities and country at large.

Financial review

The total incoming resources of the charity were £1,130k (2022: £1,703k). Of the total income £1,070k (2022: £1,389k) was unrestricted and £60k (2022: £314k) restricted.

Unrestricted income predominantly includes income from members, in the form of subscriptions and event income. The restricted income relates to 2 projects and further details of these are provided in note 14 to the financial statements.

Total expenditure for the year was £1,055k (2022: £1,037k) of which £689k (2022: £633k) was staff costs.

The movement in funds for the year ended 31 July 2023 was £76k.

The funds at 31 July 2023 amounted to £742k (2022: £666k) of which £664k (2022: £513k) were unrestricted funds and £77k (2022: £152k) were restricted funds. All funds are held as net current assets with none tied up in fixed assets.

Principal risks and uncertainties

The Council's Risk Management policy states the Council's overall approach to risk management and provides the Trustee Board with the necessary assurance. It reflects current best practice in risk management and has been informed by the HM Government Orange Book (Updated October 2020). The Board is responsible for ensuring that the Council has in place an effective and robust risk management framework to enable the organisation to manage and mitigate risks effectively.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

As a membership and policy organisation, the Council's principal risk is damage to its reputation and its ability to have influence, and a possible loss of members and subscription revenue. This may happen where it fails to respond adequately to developments in the health higher education sector, healthcare policy influencing the work of members and members' other expressed needs for support.

Identified strategic risks are:

- Sector and Council inability to adapt to continuing global uncertainty and events.
- Reputational risk arising from an adverse event involving either a member institution or an individual linked to member institutions.
- The level of Council engagement with Further Education (FE) impacting on the organisation.
- Inability to deliver the Council's strategy effectively.
- Failure to innovate and achieve long term sustainability.
- Failure to provide balanced and proportionate support to both countries/regions and the professions covered by the Council.
- Negative impact on the Council from challenges to sector sustainability.
- Loss of members due to financial pressures on HEIs.

Reserves policy and going concern

The reserves policy is reviewed annually by the trustees. Currently a target of four to six months of unrestricted expenditure is deemed appropriate to ensure sufficient funds are available to meet current commitments and allowing for uncertain income streams and/ or exceptional expenditure. The range is calculated between £306k and £459k. The actual reserves at 31 July 2023 are £664k. The excess reserves held are to allow future investment in IT, staffing developments and initiatives to support the delivery of the current and future strategy of the organisation.

The trustees have considered whether the charity has the ability to continue as a going concern. The trustees have made appropriate enquiries and consider that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Fundraising

The Council does not engage in fundraising from individuals but derives its income from member subscriptions and events, events sponsorship, and grant funding for the delivery of specific projects.

Plans for the future

The Council will continue to deliver on the aims outlined in its current *Council 2025 Strategy*, the core strategic aims of which are to:

- influence policy across the UK promoting the essential contribution of our sector to health and social care.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

- offer excellent services to our members creating sustainable sector networks.
- advance healthcare education and research by strengthening our sector and organisation.

Under its new Chief Executive, the Council will evolve its work to advocate on behalf of its members for the importance of close collaboration across the health and education sectors, and the need for education partners to be involved at all stages in policy development relating to the future health workforce. We will work with government, education placement providers, university sector bodies, regulators and other stakeholders to provide opportunities for our members, their students and wider staff in relation to health education, research and knowledge exchange.

We will work with our members to ensure that the nation groups and strategic policy groups continue to deliver benefits both in terms of policy engagement and sharing of good practice across the sector.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 29 November 2019 and registered as a charity on 5 December 2019 in England and Wales and on 25 February 2020 in Scotland.

The company was established under a articles of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 8 to the accounts.

Appointment of trustees

The Board comprises up to six Elected Trustees, six Appointed Trustees and a Chair. Until otherwise determined by an ordinary resolution of the Charity, the number of Trustees shall not be less than three nor more than 13.

Elected Trustees

A person shall be eligible to stand for election by the Members as an Elected Trustee if they have been confirmed as a suitable candidate by the Nominations and Remuneration Committee (having regard to the desire to promote diversity having regard to the required mix of skills and expertise) and are an employee of a Member and have the written support of the authorised representative of the Member.

Unless otherwise agreed by the Board, a person shall only be eligible for election as an Elected Trustee if, at the date on which that person would take up office as a Trustee, there is no more than one other Trustee at that time on the Board who is an employee of the same Eligible Institution.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

Each Elected Trustee shall be appointed for a three-year term. At the end of each term, an Elected Trustee who remains able and willing to do so and whose re-election is supported by the Nominations and Remuneration Committee, may be re-elected by the Members.

Appointed Trustees

The Trustees shall have the power at any time from time to time to appoint any person who is eligible and willing to do so to be an Appointed Trustee if they have been confirmed as a suitable candidate by the Nominations and Remuneration Committee.

Appointed Trustees shall be selected on the basis of their skills and experience, including their knowledge of the UK-wide context within which the Charity operates.

Unless appointed for a shorter period by the Trustees, each Appointed Trustee shall be appointed for a three-year term. At the end of each term an Appointed Trustee who remains able and willing to do so and whose reappointment is supported by the Nominations and Remuneration Committee, maybe reappointed.

Trustee induction and training

New trustees receive information supporting their induction, which includes relevant Charity Commission documents on the role of a trustee, trustee role description, a copy of the Articles of Association, scheme of delegation, Nominations and Remuneration Committee terms of reference, conflict of interest policy, nation group terms of reference, and the Strategic Plan. The organisation updates trustees and members on any new legislation that may affect the governance of the charity and offers on-going support through additional training when required.

Remuneration policy for key management personnel

The Chief Executive leads a Senior Leadership Team comprising the Head of Membership and Operations and the Head of Policy and External Affairs. CEO and Senior Leadership Team pay is determined at the discretion of the Nominations and Remuneration Committee and approved by the Board of Trustees.

Statement of responsibilities of the trustees

The trustees (who are also directors of the Council of Deans of Health for the purposes of company law) are responsible for preparing the trustees' annual and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the Incoming

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 July 2023 was 104. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The directors' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2023

The trustees' annual report has been approved by the trustees on 7 March 2024 and signed on their behalf by



Professor Alison Machin
Trustee

Independent auditor's report

To the members of

Council of Deans of Health

Independent auditor's report to the members of Council of Deans of Health

Opinion

We have audited the financial statements of Council of Deans of Health (the 'charitable company') for the year ended 31 July 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Council of Deans of Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditor's report

To the members of

Council of Deans of Health

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of

Independent auditor's report

To the members of

Council of Deans of Health

company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

Independent auditor's report

To the members of

Council of Deans of Health

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date: 21 March 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

COUNCIL OF DEANS OF HEALTH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<u>Income from:</u>					
Charitable activities	2	1,069,565	60,000	1,129,565	1,140,134
Investments	3	792	-	792	41
Transfer from Universities UK	4	-	-	-	563,211
Total income		1,070,357	60,000	1,130,357	1,703,386
<u>Expenditure on:</u>					
Charitable activities	5	919,605	135,042	1,054,647	1,037,506
Net income/(expenditure) for the year/ Net movement in funds		150,752	(75,042)	75,710	665,880
Total funds brought forward		513,483	152,397	665,880	-
Total funds carried forward		664,235	77,355	741,590	665,880

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 7 to 17 form part of these financial statements.

All income and expenditure derive from continuing activities.

Movements in funds are disclosed in Note 14 to the financial statements.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

COUNCIL OF DEANS OF HEALTH**BALANCE SHEET****AS AT 31 JULY 2023**

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets			-		-
Current assets					
Debtors	11	43,396		63,379	
Cash at bank and in hand		807,888		660,524	
		851,284		723,903	
Creditors: amounts falling due within one year	12	(109,694)		(58,023)	
Net current assets			741,590		665,880
Income funds					
Restricted funds	14		77,355		152,397
Unrestricted funds			664,235		513,483
			741,590		665,880

The notes on pages 7 to 17 form part of these financial statements.

The financial statements were approved by the Trustees on 7 March 2024 and signed on their behalf by:



Professor Alison Machin

Trustee

COUNCIL OF DEANS OF HEALTH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2023

	Notes	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	16		146,572		42,030
Cash flows from investing activities					
Interest received		792		41	
Net cash generated from investing activities			792		41
Cash flows from financing activities					
Cash received on transfer from Universities UK		-		618,453	
Net cash generated from financing activities			-		618,453
Net increase in cash and cash equivalents			147,364		660,524
Cash and cash equivalents at beginning of year			660,524		-
Cash and cash equivalents at end of year			<u>807,888</u>		<u>660,524</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2023

1 Accounting policies

Charity information

Council of Deans of Health is a private company limited by guarantee incorporated in England and Wales. The registered office is Woburn House 20, Tavistock Square, London, WC1H 9HD, United Kingdom.

Accounting convention

The financial statements have been prepared in accordance with the Trust's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)).

Council of Deans of Health meets the definition of a public benefit entity under FRS 102.

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

The financial statements have been prepared under the historical cost convention. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The principal accounting policies adopted are set out below.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Incoming resources

Income is recognised when the Trust is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Trust has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscriptions are recognised over the period to which they relate.

Conference fees and other income are recognised on an accruals basis.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

1 Accounting policies (Continued)

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to that category. Where costs cannot be directly attributable to a particular heading, they have been allocated to activities on a basis consistent with the use of the resource.

Direct costs, including directly attributable salaries, are allocated on the basis of time to the key strategic areas of activity.

Overheads and other salaries are allocated between activities on the bases of usage, ie the same basis as expenditure incurred directly in undertaking the activity.

Governance costs are those incurred in connection with the management of the Trusts' assets, the trusts' administration and compliance with constitutional and statutory requirements.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs are allocated on an appropriate basis as set out in note 6.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Capital expenditure below £5,000 is not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Over 4 years
-----------------------	--------------

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The Trust only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Liabilities are recognised on an accruals basis.

Basic financial assets

Short term debtors are measured at transaction price, less any impairment.

Basic financial liabilities

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Trust's contractual obligations expire or are discharged or cancelled.

Employee benefits

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

Retirement benefits

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

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

1 Accounting policies (Continued)

Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

Company limited by guarantee

In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £1 per member of the Trust.

2 Charitable activities

	2023	2022
	£	£
Subscriptions from membership	1,066,565	960,442
Fundraising income	3,000	9,250
Grant and contract income	60,000	170,442
	<u>1,129,565</u>	<u>1,140,134</u>
Analysis by fund		
Unrestricted funds	1,069,565	971,942
Restricted funds	60,000	168,192
	<u>1,129,565</u>	<u>1,140,134</u>

3 Investments

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Interest receivable	792	-	792	41
	<u>792</u>	<u>-</u>	<u>792</u>	<u>41</u>
For the year ended 31 July 2022	<u>41</u>	<u>-</u>	<u>41</u>	<u>41</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

4 Transfer from Universities UK

On the 1 August 2021, the start of the prior period, the assets, liabilities and activities of the Council of Deans of Health previously held in Universities UK, an independent organisation (company number 02517018 and charity number 1001127), were transferred to the Council of Deans of Health. The fund balance at 31 July 2021 per the financial statements of Universities UK was £563,211.

	Unrestricted £	Restricted £	Fair value £
Office equipment	-	-	-
Debtors and prepayments	22,941	-	22,941
Cash at bank and in hand	472,192	146,261	618,453
Creditors and accruals	(78,183)	-	(78,183)
Total identifiable assets	<u>416,950</u>	<u>146,261</u>	<u>563,211</u>
Total consideration	<u>416,950</u>	<u>146,261</u>	<u>563,211</u>
Satisfied by:			
Transfer	<u>416,950</u>	<u>146,261</u>	<u>563,211</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2023

5 Charitable activities

	2023	2022
	£	£
Staff costs	688,973	632,995
Conference costs	124,936	126,330
Office rent	46,029	44,521
Rates	1,404	1,674
Travel and accommodation	13,954	13,192
Printing, postage and stationery	4,435	1,919
Telecommunications	3,744	1,111
Information technology	31,317	30,260
Cleaning	1,528	1,634
Repairs and maintenance	2,634	2,966
Advertising	-	35,500
Meeting expenditure	8,513	8,783
Insurance	3,934	3,170
Bank charges	1,357	539
Recruitment and staff training costs	51,307	35,120
Sundry costs	3,740	4,012
	<u>987,805</u>	<u>943,726</u>
Governance costs (see note 6)	66,842	93,780
	<u>1,054,647</u>	<u>1,037,506</u>
Analysis by fund		
Unrestricted funds	919,605	875,450
Restricted funds	135,042	162,056
	<u>1,054,647</u>	<u>1,037,506</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

6 Support costs

The charity only has one activity and as such there is no apportionment of support costs required. The charity recognises the following costs as governance costs:

	Support costs	Governance costs	2023	2022	Basis of allocation
	£	£	£	£	
Audit fees	-	9,020	9,020	9,600	Governance
Accountancy	-	22,114	22,114	31,645	Governance
Legal and professional	-	35,708	35,708	52,535	Governance
	<u>-</u>	<u>66,842</u>	<u>66,842</u>	<u>93,780</u>	
Analysed between					
Charitable activities	-	66,842	66,842	93,780	
	<u>-</u>	<u>66,842</u>	<u>66,842</u>	<u>93,780</u>	

Governance costs includes audit fees of £9,020 (2022: £9,600).

7 Net movement in funds

Net movement in funds is stated after charging/(crediting)

	2023	2022
	£	£
Fees payable to the company's auditor for the audit of the company's financial statements	9,020	9,600
Operating lease charges	46,029	44,521
	<u>55,049</u>	<u>54,121</u>

8 Trustees

The total expenses paid to or on behalf of the trustees during the year was £3,010 (2022: £190) to three trustees (2022: four trustees). This represented travel and subsistence expenses incurred in attending trustee meetings.

No trustee received remuneration in the year (2022: £nil) for their role as a trustee.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2023

9 Employees

Number of employees

The average monthly number employees during the year was:

	2023 Number	2022 Number
Charitable activities	12	11

Employment costs

	2023 £	2022 £
Wages and salaries	578,149	527,135
Social security costs	56,796	56,322
Other pension costs	54,028	49,538
	<u>688,973</u>	<u>632,995</u>

The number of employees whose remuneration for the period was £60,000 or more were:

	2023 Number	2022 Number
£60,000 - £69,999	3	1
£120,000 - £129,999	-	1
	<u>-</u>	<u>1</u>

The key management personnel of the charity comprises the Trustees and the Chief Executive Officer. Total employee benefits for the key management personnel were £90,925 (2022: £147,790).

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Debtors

	2023 £	2022 £
Trade debtors	556	46,500
Prepayments and accrued income	42,840	16,879
	<u>43,396</u>	<u>63,379</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

12 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Trade creditors		9,136	11,888
Other taxation and social security		20,924	18,403
Deferred income	13	42,405	-
Other creditors		5,658	5,658
Accruals		31,571	22,074
		<u>109,694</u>	<u>58,023</u>

13 Deferred income

	2023 £	2022 £
Subscriptions and events	<u>42,405</u>	<u>-</u>

Income received in advance is deferred until the relevant period or the event takes place.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2023

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Balance at 31 July 2023 £
	Balance at 1 August 2022 £	Incoming resources £	Resources expended £	
Burdett Trust for Nursing	99,277	30,000	(51,922)	77,355
Health Education England	53,120	30,000	(83,120)	-
	<u>152,397</u>	<u>60,000</u>	<u>(135,042)</u>	<u>77,355</u>
	Balance at 1 August 2021	Incoming resources	Resources expended	Balance at 31 July 2022
Burdett Trust for Nursing	-	159,529	(60,252)	99,277
Strategic Interventions in Health Education Disciplines	-	61,924	(61,924)	-
Health Education England	-	93,000	(39,880)	53,120
	<u>-</u>	<u>314,453</u>	<u>(162,056)</u>	<u>152,397</u>

Unrestricted funds

Unrestricted funds represents resources available for general work.

Restricted funds

Burdett Trust for Nursing

The Burdett Trust for Nursing funds the Council to run the Student Leadership Programme which promotes and develops leadership skills among the future healthcare workforce through a year long programme full of events, coaching and exclusive opportunities.

Strategic Interventions in Health Education Disciplines (SIHED)

The Office for Students funded the Council to manage the SIHED programme. The purpose of the programme was to strengthen the provision of small specialist health disciplines in England to improve sustainability of delivery of these disciplines. This was to be achieved by increasing awareness and understanding of allied health disciplines, and therefore demand for higher education courses in these disciplines.

Health Education England (HEE)

HEE funds the Council to run projects that support its AHP Workforce Reform work. Specifically, projects relating to Equality, Diversity and Inclusion, advancing practice, simulation, and supporting the AHP educator workforce. Additionally, funding supports ongoing Council work on the Student Leadership Programme and the Fellowship Scheme targeted at academies from under-represented groups.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2023

15 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Current assets	27,137	16,259	43,396
Cash at bank and in hand	735,240	72,648	807,888
Current liabilities	(98,142)	(11,552)	(109,694)
	<u>664,235</u>	<u>77,355</u>	<u>741,590</u>
Fund balances at 31 July 2022 are represented by:			
Current assets	16,879	46,500	63,379
Cash at bank and in hand	552,713	107,811	660,524
Current liabilities	(56,109)	(1,914)	(58,023)
	<u>513,483</u>	<u>152,397</u>	<u>665,880</u>

16 Cash generated from operations

	2023 £	2022 £
Surplus for the year	75,710	665,880
Adjustments for:		
Investment income recognised in statement of financial activities	(792)	(41)
Transfer from Universities UK	-	(563,211)
Movements in working capital:		
Decrease/(increase) in debtors	19,983	(40,438)
Increase/(decrease) in creditors	9,266	(20,160)
Increase in deferred income	42,405	-
Cash generated from operations	<u>146,572</u>	<u>42,030</u>

17 Operating lease commitments

At the reporting end date the Trust had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	44,864	44,864
Between one and five years	-	44,864
	<u>44,864</u>	<u>89,728</u>

The amount included in the statement of financial activities in the year in relation to operating lease was £46,029 (2022: £44,521).

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 JULY 2023

18 Related party transactions

There are no related party transactions to disclose for this financial year.

Remuneration of key management personnel is disclosed in note 9 of the financial statements.

COUNCIL OF DEANS OF HEALTH

England & Wales - Charity number 1186780

Accounts

Company number: 12341200

Charity number: 1186780

SC049982

Council of Deans of Health

Report and financial statements

For the year ended 31 July 2022

Council of Deans of Health

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Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2022

Company number	12341200
Country of incorporation	United Kingdom
Charity number	1186780, SC049982
Country of registration	England & Wales, and Scotland
Registered office and operational address	Woburn House 20 Tavistock Square London WC1H 9HD

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Professor Brian Webster–Henderson, Chair
Dr Norma Barry, Vice Chair
Alison Carr
Professor Fiona Coutts
Professor Marc Griffiths
David Holdsworth
Professor Paula Holt
Professor Alison Machin
Professor Andrea Nelson
Paul Newman
Professor Debra Towse
Raluca Oaten
James Wakefield
Professor Carol Irene Curran (appointed August 2022)

Key management personnel Dr Katerina Kolyva, Chief Executive

Bankers National Westminster Bank plc
250 Bishopsgate
London
EC2M 4AA

Council of Deans of Health

Reference and administrative information

For the year ended 31 July 2022

Solicitors Womble Bond Dickinson (UK) LLP
Helix
The Spark
Draymans Way
Newcastle Upon Tyne
NE4 5DE

Auditor Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2022

The trustees present their report and the audited financial statements for the year ended 31 July 2022.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The Council of Deans of Health (the Council) represents the UK's universities engaged in education and/or research for nursing, midwifery, and the allied health professions. At any one time, our 104 members will educate around 200,000 current and future professionals and will carry out research that improves the population's health and wellbeing. Our members are based in England, Northern Ireland, Scotland, Wales, the Channel Islands and Gibraltar.

Mission

The Council, on behalf of the UK university healthcare education sector, advances and promotes healthcare education and research for the public benefit, through influencing Government policy and connecting our members.

Vision

Our vision is that governments in the UK are committed to quality education and research and a sustainable healthcare academic workforce, in order to safeguard and improve the health and wellbeing of the public.

Values

We are **inclusive**

We champion diversity, equity, and inclusion across our sector and to its leaders.
We give voice to underrepresented individuals and communities.

We are **innovative**

We build meaningful networks that strive for innovation.
We generate ideas based on evidence.

We are **impactful**

We deliver our charity objectives with commitment and accountability.
We focus on impactful outcomes.

Objects

The only objects for which the Charity is established are to advance and promote education and research for the public benefit in particular by:

- informing and influencing UK health and social care education policy and practice to promote positive outcomes for those who benefit from the Charity's work and promoting innovations across the sector;
- enhancing the skills, expertise and knowledge base of those engaged in delivering high quality education and research outcomes for the benefit of students;
- encouraging and promoting collaboration between Members and/or Associate Members and policy makers, regulators, employers and others doing work relevant to the sector both in the UK and globally in order to share sector knowledge and expertise and promote innovation; and
- any such ancillary and incidental exclusively charitable activities as the Trustees from time to time think fit.

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Strategic report

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on advancing and promoting education and research and are undertaken to further the Council of Deans of Health's charitable purposes for the public benefit.

The work of the Council over this period was underpinned by the Corporate Plan for 2020–21 and, more widely, the Council 2025 Strategy. Underpinning these was a focus on the strategic policy areas of equality, diversity and inclusion; pedagogy and innovation; regulation; research and sector sustainability.

The Council 2025 Strategy identifies three key aims that helps deliver progress in these policy areas:

- **Influence** policy across the UK promoting the essential contribution of our sector to health and social care
- Offer excellent services to our members creating sustainable sector **networks**

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2022

- **Advance** healthcare education and research by strengthening our sector and organisation

A following summary of highlights for this period falls under these headings.

Influence

The Council made significant progress in its political engagement over this period. Attendance at Labour and Conservative Party conferences in autumn 2021 was a first for the Council and led to direct formal and informal engagement with members of the Cabinet and Shadow Cabinet.

The Council wrote to ministers, regularly met with special advisers and engaged devolved administrations across the UK, including in person such as the Welsh Health Minister. An example of the benefit this brought was getting advanced sight of the Government's Augar Review response, of great importance to members, and crucial to inform further policy on lifelong learning and further education.

Throughout this period the Council responded to calls for evidence across the UK, feeding into plans for the Scottish healthcare workforce and assisting the House of Lords Public Services Committee via written and oral evidence that led to organising a visit for committee members to Anglia Ruskin University which featured in the committee's report on future public services including the Council's angle on embracing simulated learning.

All of this work was supported by the development of a one-page briefing that summarised the work of the Council and the extent of its membership which was specifically targeted at political audiences and helped build further credibility when approaching ministers, for example securing meetings with the Brexit Opportunities team to advocate for changes to the EU Nursing Directive.

The SIHED project concluded on time and on budget in March 2022. The *I See The Difference* website was promoted using Google Ads and new content was posted on the website about allied health professions and sharing the experiences of those in the professions. Challenge Fund Dissemination was concluded, promoting eight of challenge fund projects to our members and stakeholders. A final report was submitted to the Office for Students (OfS) and received positive comment.

Networks

This period saw each of the four Strategic Policy Groups (SPG) full set-up with Chairs and memberships in place. The groups, shadowing the policy priorities of EDI, pedagogy and innovation, regulation and research met quarterly, establishing their policy priorities and feeding into the Council's wider policy development, such as the Regulation SPG laying the groundwork for the response to the NMC's future standards work. The groups were constituted to be inclusive of four nation and cross-profession perspectives so all member voices could be reflected.

Monthly meetings with the Nursing and Midwifery Council (NMC), Health and Care Professions Council (HCPC) and others facilitated the Council's work – helping us to advocate our positions

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2022

while taking on board their angle, and supporting an annual member meeting with both NMC and HCPC gave the whole membership an opportunity to engage with these important regulators. This facilitated the bridging of the gap between members and the NMC, an important time ahead of the NMC's decision on future standards for nursing and midwifery.

Alongside these networks, the Council continued to hold quarterly meetings with national groups for England, Scotland and Wales, working with their Chairs to regularly engage governments, Chief Nursing Officers etc and organisations like Health Education and Improvement Wales (HEIW), NHS Education Scotland (NES) and Health Education England (HEE) – ensuring Council-wide policy was cognisant of differences in the different nations such as on Covid restrictions and the impact on healthcare education these presented. Meetings for England's regional groups were also held throughout this period, reflecting the variations in circumstances for members in different parts of England.

A programme of eleven online events and two face-to-face events drew a combined audience of 825 delegates from among the Council's membership and supported the development of sustainable sector networks.

The Council also continued to support (CARIN) which grew to covering over 60 institutions and played a role in the Council approach to Research Excellence Framework (REF) results response. Similarly, following the Ockenden Review, the Council reached out to midwifery members and looked to work more closely with the Midwifery Professors Network (MPN).

Advance

Strengthening the sector has taken many forms over this period. The challenge presented by Covid-19 remained with Scottish members seeking support in engaging Holyrood to show the issues with deploying students into pandemic settings and English members concerned at the implications of vaccination as a condition of deployment (VCOD). In both cases, the Council worked across the sector to secure clarity and offer guidance to members, for example working with HEE on a Q&A for what VCOD would mean for members as well as on a pilot for registering vaccinations.

This reactive work did not distract from crucial moments in the calendar for the Council and sector such as our January Innovation Fortnight which helped in the collection of case studies in adaptation to the pandemic that formed the basis of a future report; February Research Month which included five live webinars, three podcasts, one vlog and three blogs alongside the publishing of our research priorities; and our November Race Equity Month, featuring a UK-wide social media campaign, three webinars, five podcasts and two blogs. An evaluation of this work was carried out with input from the Anti-Racism group, which was placed into the overall policy group structure as part of the review into Council groups.

The Council continued to advance the development of the sector via the Student Leadership Programme's (SLP) 2021 cohort comprising 54 students across 40 universities and 14 professions.

Residential events were held in September and April and students received individual coaching over the course of the programme. The Student Leadership Programme evaluation was completed in March and was shared with members. The Student Leadership Programme Toolkit was launched in May.

The first cohort of 11 academics was recruited to the Fellowship Programme, a cohort of Fellows to support career progression in the sector from across the UK and drawn from a range of groups under-represented in the Council's membership based on gender, ethnicity, and professional background. The Fellows attended an online welcome event in January with Council's Chair, CEO and the chair of the Anti-Racism Advisory Group. Fellows attended the Council's Summit in May, including a dinner with the Chair, Vice Chair and CEO. All Fellows had individual meetings with the CEO as part of her support to their networking, understanding of the sector's work and their own individual career progression aspirations. Each Fellow was given a mentor and was assigned to one of the Council's Strategic Policy Groups based on their interest.

Beneficiaries of our services

Both the employers of healthcare professionals and the healthcare student population of our member institutions are our final beneficiaries. All the work we influence and deliver as part of our charitable objects lead to better outcomes for the students, our current and future professionals and their employers that form our healthcare and healthcare research workforce. We engage with employers of all healthcare staff proactively as part of our policy work and we will commit in this strategy to increase our involvement with the social care sector. While we commit to continuing the Student Leadership Project following overwhelming feedback from our members, we will encourage and support our members to embrace student leadership within their faculties. We will also create a mechanism within the Council to engage students with policy development.

Financial review

The total incoming resources of the charity were £1,703k, this included £563k of assets transferred from Universities UK on 1 August 2022 in accordance with the transfer agreement. Of the total income £1,389k was unrestricted and £314k restricted.

Unrestricted income predominantly includes income from members, in the form of subscriptions and event income. The restricted income relates to three projects and further details of this are provided in note 14 to the financial statements.

Total expenditure for the year was £1,037k of which £633k was staff costs.

The movement in funds for the year ended 31 July 2022 was £666k, of which £563k was transferred on commencement of the activity. The movement in funds from activities was £103k.

The funds at 31 July 2022 amounted to £666k of which £513k were unrestricted funds and £152k were restricted funds.

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2022

This is the first year of activity for Council of Deans of Health and as such there are no comparative figures disclosed.

Principal risks and uncertainties

The Council's Risk Management policy states the Council's overall approach to risk management and provides the Trustee Board with the necessary assurance. It reflects current best practice in risk management and has been informed by the HM Government Orange Book (Updated Oct 2020). The Board is responsible for ensuring that the Council has in place an effective and robust risk management framework to enable the organisation to manage and mitigate risks effectively.

As a membership organisation, the Council's principal risk is failing to respond adequately to developments in higher education and healthcare policy and funding or to its members' needs, which would risk damage to its reputation and influence and a possible loss of members and subscription revenue.

Identified strategic risks are:

- Sector and Council inability to adapt to continuing global uncertainty and events.
- Reputational risk arising from an adverse event involving either a member institution or an individual linked to member institutions.
- The level of Council engagement with Further Education (FE) impacts on the organisation.
- Inability to deliver the Council's strategy effectively.
- Failure to innovate and achieve long term sustainability.
- Failure to provide balanced and proportionate support to both countries/regions and the professions covered by the Council.

Reserves policy and going concern

The Council's trustees are satisfied that there are no concerns about the Council's existence as a going concern.

The reserves policy is reviewed annually by the trustees. Currently a target of four to six months of unrestricted expenditure is deemed appropriate to ensure sufficient funds are available to meet current commitments and allowing for uncertain income streams and/ or exceptional expenditure.

Fundraising

The Council does not engage in fundraising from individuals but derives its income from member subscriptions and events, events sponsorship, and grant funding for the delivery of specific projects.

Plans for the future

The Council will continue to deliver on the aims outlined in its current *Council 2025 Strategy*, the core strategic aims of which are to:

- influence policy across the UK promoting the essential contribution of our sector to health and social care.
- offer excellent services to our members creating sustainable sector networks.
- advance healthcare education and research by strengthening our sector and organisation.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 29 November 2019 and registered as a charity on 5 December 2019 in England and Wales and on 25 February 2020 in Scotland.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 8 to the accounts.

Appointment of trustees

The Board is comprised of up to six Elected Trustees, six Appointed Trustees and a Chair. Until otherwise determined by an ordinary resolution of the Charity, the number of Trustees shall not be less than three nor more than 13.

Elected Trustees

A person shall be eligible to stand for election by the Members as an Elected Trustee if they have been confirmed as a suitable candidate by the Nominations and Remuneration Committee (having regard to the desire to promote diversity having regard to the required mix of skills and expertise) and are an employee of a Member and have the written support of the authorised representative of the Member.

Unless otherwise agreed by the Board, a person shall only be eligible for election as an Elected Trustee if, at the date on which that person would take up office as a Trustee, there is no more than one other Trustee at that time on the Board who is an employee of the same Eligible Institution.

Each Elected Trustee shall be appointed for a three-year term. At the end of each term, an Elected Trustee who remains able and willing to do so and whose re-election is supported by the Nominations and Remuneration Committee, may be re-elected by the Members.

Appointed Trustees

Council of Deans of Health

Trustees' annual report

For the year ended 31 July 2022

The Trustees shall have the power at any time from time to time to appoint any person who is eligible and willing to do so to be an Appointed Trustee if they have been confirmed as a suitable candidate by the Nominations and Remuneration Committee.

Appointed Trustees shall be selected on the basis of their skills and experience, including their knowledge of the UK-wide context within which the Charity operates.

Unless appointed for a shorter period by the Trustees, each Appointed Trustee shall be appointed for a three-year term. At the end of each term an Appointed Trustee who remains able and willing to do so and whose reappointment is supported by the Nominations and Remuneration Committee, may be reappointed.

Trustee induction and training

New trustees receive information supporting their induction, which includes relevant Charity Commission documents on the role of a trustee, trustee role description, a copy of the Articles of Association, scheme of delegation, Nominations and Remuneration Committee terms of reference, conflict of interest policy, nation group terms of reference, and the Strategic Plan. It is the aim of the organisation to update trustees and members on any new legislation that may affect the governance of the charity and to offer on-going support through additional training when required.

Remuneration policy for key management personnel

The Chief Executive leads a Senior Leadership Team comprising the Head of Membership and Operations and the Head of Policy and External Affairs. CEO and Senior Leadership Team pay is determined at the discretion of the Nominations and Remuneration Committee and approved by the Board of Trustees.

Statement of responsibilities of the trustees

The trustees (who are also directors of the Council of Deans of Health for the purposes of company law) are responsible for preparing the trustees' annual and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent

Trustees' annual report

For the year ended 31 July 2022

- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 July 2022 was 102. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The directors' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The trustees' annual report been approved by the trustees on 30 March 2023 and signed on their behalf by

Prof B Webster-Henderson
Trustee

Independent auditor's report

To the members of

Council of Deans of Health

Independent auditor's report to the members of Council of Deans of Health.

Opinion

We have audited the financial statements of Council of Deans of Health (the 'charitable company') for the year ended 31 July 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Council of Deans of Health ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Independent auditor's report

To the members of

Council of Deans of Health

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

Independent auditor's report

To the members of

Council of Deans of Health

- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

Independent auditor's report

To the members of

Council of Deans of Health

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent auditor's report

To the members of

Council of Deans of Health

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

12 April 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

COUNCIL OF DEANS OF HEALTH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 JULY 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income from:					
Charitable activities	2	971,942	168,192	1,140,134	-
Investments	3	41	-	41	-
Transfer from Universities UK	4	416,950	146,261	563,211	-
Total income		1,388,933	314,453	1,703,386	-
Expenditure on:					
Charitable activities	5	875,450	162,056	1,037,506	-
Net income for the year/ Net movement in funds		513,483	152,397	665,880	-
Total funds brought forward		-	-	-	-
Total funds carried forward		513,483	152,397	665,880	-

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 9 to 18 form part of these financial statements.

All income and expenditure derive from continuing activities.

Movements in funds are disclosed in Note 14 to the financial statements.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

COUNCIL OF DEANS OF HEALTH**BALANCE SHEET****AS AT 31 JULY 2022**

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		-		-
			<u>-</u>		<u>-</u>
			-		-
Current assets					
Debtors	12	63,379		-	
Cash at bank and in hand		660,524		-	
		<u>723,903</u>		<u>-</u>	
Creditors: amounts falling due within one year	13	(58,023)		-	
		<u>(58,023)</u>		<u>-</u>	
Net current assets			<u>665,880</u>		<u>-</u>
Income funds					
Restricted funds	14		152,397		-
Unrestricted funds			513,483		-
			<u>665,880</u>		<u>-</u>

The notes on pages 9 to 18 form part of these financial statements.

The financial statements were approved by the Trustees on 30 March 2023 and signed on their behalf by:

.....
Prof B Webster-Henderson
Trustee

COUNCIL OF DEANS OF HEALTH

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	16		42,030		-
Cash flows from investing activities					
Interest received		41		-	
Net cash generated from/(used in) investing activities			41		-
Cash flows from financing activities					
Cash received on transfer from Universities UK		618,453		-	
Net cash generated from/(used in) financing activities			618,453		-
Net increase in cash and cash equivalents			660,524		-
Cash and cash equivalents at beginning of year			-		-
Cash and cash equivalents at end of year			660,524		-

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022

1 Accounting policies

Charity information

Council of Deans of Health is a private company limited by guarantee incorporated in England and Wales. The registered office is Woburn House 20, Tavistock Square, London, WC1H 9HD, United Kingdom.

Accounting convention

The financial statements have been prepared in accordance with the Trust's governing document, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)).

Council of Deans of Health meets the definition of a public benefit entity under FRS 102.

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

The financial statements have been prepared under the historical cost convention. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. The principal accounting policies adopted are set out below.

The Trust was incorporated on 29 November 2019, registered as a charity at the Charity Commission of England and Wales on 5 December 2019 and at the Office of the Scottish Charity Regulator on 25 February 2020 and was not active during the period to 31 July 2021. On 1 August 2021 the balance of the funds of Universities UK in relation to the Council of Deans of Health were transferred to the Trust and the Trust continued the activities of the fund from that date. As such the figures included in the financial statements are not comparable with the previous year.

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Incoming resources

Income is recognised when the Trust is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Trust has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscriptions are recognised over the period to which they relate.

Conference fees and other income are recognised on an accruals basis.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

1 Accounting policies (Continued)

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to that category. Where costs cannot be directly attributable to a particular heading, they have been allocated to activities on a basis consistent with the use of the resource.

Direct costs, including directly attributable salaries, are allocated on the basis of time to the key strategic areas of activity.

Overheads and other salaries are allocated between activities on the bases of usage, ie the same basis as expenditure incurred directly in undertaking the activity.

Governance costs are those incurred in connection with the management of the Trusts' assets, the trusts' administration and compliance with constitutional and statutory requirements.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs are allocated on an appropriate basis as set out in note 6.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Capital expenditure below £5,000 is not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	Over 4 years
-----------------------	--------------

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial instruments

The Trust only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Liabilities are recognised on an accruals basis.

Basic financial assets

Short term debtors are measured at transaction price, less any impairment.

Basic financial liabilities

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Trust's contractual obligations expire or are discharged or cancelled.

Employee benefits

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

Retirement benefits

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

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

1 Accounting policies (Continued)

Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

Company limited by guarantee

In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £1 per member of the Trust.

2 Charitable activities

	2022 £	2021 £
Subscriptions from membership	960,442	-
Fundraising income	9,250	-
Grant and contract income	170,442	-
	<u>1,140,134</u>	<u>-</u>
Analysis by fund		
Unrestricted funds	971,942	
Restricted funds	168,192	
	<u>1,140,134</u>	

3 Investments

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Interest receivable	41	-	41	-
	<u>41</u>	<u>-</u>	<u>41</u>	<u>-</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

4 Transfer from Universities UK

On the 1 August 2021, the assets, liabilities and activities of the Council of Deans of Health previously held in Universities UK, an independent organisation (company number 02517018 and charity number 1001127), were transferred to the Council of Deans of Health. The fund balance at 31 July 2021 per the financial statements of Universities UK was £563,211.

	Unrestricted	Restricted	Fair value
	£	£	£
Office equipment	-	-	-
Debtors and prepayments	22,941	-	22,941
Cash at bank and in hand	472,192	146,261	618,453
Creditors and accruals	(78,183)	-	(78,183)
	<hr/>	<hr/>	<hr/>
Total identifiable assets	416,950	146,261	563,211
	<hr/>	<hr/>	<hr/>
Total consideration	416,950	146,261	563,211
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Satisfied by:			
Transfer	416,950	146,261	563,211
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

5 Charitable activities

	2022 £	2021 £
Staff costs	632,995	-
Conference costs	126,330	-
Office rent	44,521	-
Rates	1,674	-
Travel and accommodation - staff	13,192	-
Printing, postage and stationery	1,919	-
Telecommunications	1,111	-
Information technology	30,260	-
Cleaning	1,634	-
Repairs and maintenance	2,966	-
Advertising	35,500	-
Meeting expenditure	8,783	-
Insurance	3,170	-
Bank charges	539	-
Recruitment and staff training costs	35,120	-
Sundry costs	4,012	-
	<u>943,726</u>	<u>-</u>
Share of governance costs (see note 6)	93,780	-
	<u>1,037,506</u>	<u>-</u>
Analysis by fund		
Unrestricted funds	875,450	
Restricted funds	162,056	
	<u>1,037,506</u>	

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

6 Support costs

The charity only has one activity and as such there is no apportionment of support costs required. The charity recognises the following costs as governance costs:

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Audit fees	-	9,600	9,600	-	Governance
Accountancy	-	31,645	31,645	-	Governance
Legal and professional	-	52,535	52,535	-	Governance
	<u>-</u>	<u>93,780</u>	<u>93,780</u>	<u>-</u>	
Analysed between					
Charitable activities	-	93,780	93,780	-	
	<u>-</u>	<u>93,780</u>	<u>93,780</u>	<u>-</u>	

Governance costs includes payments to the auditors of £9,600 (2021- £nil) for audit fees.

7 Net movement in funds

Net movement in funds is stated after charging/(crediting)

Fees payable to the company's auditor for the audit of the company's financial statements

Operating lease charges

2022	2021
£	£
9,600	-
44,521	-
<u>54,121</u>	<u>-</u>

8 Trustees

The total expenses paid to or on behalf of the trustees during the year was £190 (2021: £nil) to four trustees (2021: no trustees). This represented travel and subsistence expenses incurred in attending trustee meetings.

No trustee received remuneration in the year (2021: £nil) for their role as a trustee.

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

9 Employees

Number of employees

The average monthly number employees during the year was:

	2022 Number	2021 Number
Charitable activities	11	-

Employment costs

	2022 £	2021 £
Wages and salaries	527,135	-
Social security costs	56,322	-
Other pension costs	49,538	-
	<u>632,995</u>	<u>-</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2022 Number	2021 Number
£60,000 - £69,999	1	-
£120,000 - £129,999	1	-

The key management personnel of the charity comprises the Trustees and the Chief Executive Officer. Total employee benefits for the key management personnel were £147,790.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Fixtures and fittings £
Cost	
Additions	-
At 31 July 2022	<u>-</u>
Carrying amount	
At 31 July 2022	<u>-</u>
At 31 July 2021	<u>-</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

12 Debtors

	2022	2021
Trade debtors	46,500	-
Prepayments and accrued income	16,879	-
	<u>63,379</u>	<u>-</u>

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	11,888	-
Other taxation and social security	18,403	-
Other creditors	5,658	-
Accruals	22,074	-
	<u>58,023</u>	<u>-</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 August 2021	Movement in funds		Balance at 31 July 2022
		Incoming resources	Resources expended	
	£	£	£	£
Burdett Trust for Nursing	-	159,529	(60,252)	99,277
Strategic Interventions in Health Education Disciplines	-	61,924	(61,924)	-
Health Education England	-	93,000	(39,880)	53,120
	<u>-</u>	<u>314,453</u>	<u>(162,056)</u>	<u>152,397</u>

Unrestricted funds

Unrestricted funds represents resources available for general work, it also includes the transfer of the funds from Universities UK.

Restricted funds

Burdett Trust for Nursing

The Burdett Trust for Nursing funds the Council to run the Student Leadership Programme which promotes and develops leadership skills among the future healthcare workforce through a year long programme full of events, coaching and exclusive opportunities.

Strategic Interventions in Health Education Disciplines (SIHED)

The Office for Students funded the Council to manage the SIHED programme. The purpose of the programme was to strengthen the provision of small specialist health disciplines in England to improve sustainability of delivery of these disciplines. This was to be achieved by increasing awareness and understanding of allied health disciplines, and therefore demand for higher education courses in these disciplines.

Health Education England (HEE)

HEE funds the Council to run projects that support its AHP Workforce Reform work. Specifically, projects relating to Equality, Diversity and Inclusion, advancing practice, simulation, and supporting the AHP educator workforce. Additionally, funding supports ongoing Council work on the Student Leadership Programme and the Fellowship Scheme targeted at academies from under-represented groups.

15 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 July 2022 are represented by:			
Current assets	16,879	46,500	63,379
Cash at bank and in hand	552,713	107,811	660,524
Current liabilities	(56,109)	(1,914)	(58,023)
	<u>513,483</u>	<u>152,397</u>	<u>665,880</u>

COUNCIL OF DEANS OF HEALTH

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 JULY 2022

16 Cash generated from operations	2022	2021
	£	£
Surplus for the year	665,880	-
Adjustments for:		
Investment income recognised in statement of financial activities	(41)	-
Transfer from Universities UK	(563,211)	-
Movements in working capital:		
(Increase) in debtors	(40,438)	-
(Decrease) in creditors	(20,160)	-
Cash generated from/(absorbed by) operations	42,030	-

17 Operating lease commitments

At the reporting end date the Trust had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	44,864	-
Between one and five years	44,864	-
	89,728	-

The amount included in the statement of financial activities in the year in relation to operating lease was £44,521 (2021: £nil).

18 Related party transactions

There are no related party transactions to disclose for this financial year.

Remuneration of key management personnel is disclosed in note 9 of the financial statements.