

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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For the year ended 31 July 2022

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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

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**

- **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

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.

Trustees' annual report

For the year ended 31 July 2022

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 be 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.

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

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 Dean's 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 £
<u>Income from:</u>					
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	-
<u>Expenditure on:</u>					
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			665,880		-
			<u>665,880</u>		<u>-</u>
Income funds					
Restricted funds	14		152,397		-
Unrestricted funds			513,483		-
			<u>665,880</u>		<u>-</u>
			<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:

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 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
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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	-

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/>
Satisfied by:			
	<hr/>	<hr/>	<hr/>
Transfer	416,950	146,261	563,211
	<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
	-	93,780	93,780	-	
Analysed between					
Charitable activities	-	93,780	93,780	-	

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

7 Net movement in funds	2022	2021
	£	£
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	9,600	-
Operating lease charges	44,521	-

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	-
	632,995	-

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	-
Carrying amount	
At 31 July 2022	-
At 31 July 2021	-

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
	-	314,453	(162,056)	152,397

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 academics 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)
	513,483	152,397	665,880

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.