

# ESSEX & THAMES EDUCATION

England & Wales · Charity number 1196330

## Details

|                |                                                         |
|----------------|---------------------------------------------------------|
| Other names    | ESSEX & THAMES SCITT                                    |
| Status         | Registered                                              |
| Legal form     | Charitable company                                      |
| Company number | <a href="#">13442286</a>                                |
| Registered     | 2021-10-29                                              |
| Register       | <a href="#">View on the Charity Commission register</a> |

## Contact

|         |                                                                     |
|---------|---------------------------------------------------------------------|
| Address | MWS Accountants<br>4 Chester Court<br>Basildon<br>Essex<br>SS14 3BL |
| Phone   | 01268988580                                                         |
| Email   | <a href="mailto:sue@ete.org.uk">sue@ete.org.uk</a>                  |
| Website | <a href="http://etpscitt.co.uk">etpscitt.co.uk</a>                  |

## Activities

**Objects:** TO ADVANCE THE EDUCATION OF THE PUBLIC BY PROVIDING DIGITAL AND FACE-TO-FACE TRAINING PROGRAMMES FOR ASPIRING EDUCATORS.

**Activities:** To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

- Barking And Dagenham
- Essex
- Hounslow
- Leicestershire
- Newham
- Southend-on-sea
- Suffolk

## Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-08-31 | £800,247   | £762,563    | £433,639 | 7         |
| 2024-08-31 | £506,301   | £602,714    | £395,955 | 6         |
| 2023-08-31 | £673,941   | £744,948    | £492,369 | 6         |
| 2022-08-31 | £1,568,082 | £1,004,707  | £563,375 | 8         |

## Trustees

| Name                          | Role | Appointed  |
|-------------------------------|------|------------|
| Artemi Ioanna Sakellariadis   |      | 2023-01-25 |
| Deborah Caws                  |      | 2021-09-01 |
| Fiona Willett                 |      | 2022-09-01 |
| JULIE ANNE MARGUERITE WINYARD |      | 2021-09-01 |
| Mark Beyer-Woodgate           |      | 2021-09-01 |
| Monica Black                  |      | 2021-09-01 |

---

# Accounts

---

Registered number: 13442286  
Charity number: 1196330

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2025**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**CONTENTS**

|                                                                                       | Page           |
|---------------------------------------------------------------------------------------|----------------|
| <b>Reference and administrative details of the Company, its Trustees and advisers</b> | <b>1</b>       |
| <b>Trustees' report</b>                                                               | <b>2 - 27</b>  |
| <b>Independent examiner's report</b>                                                  | <b>28</b>      |
| <b>Statement of financial activities</b>                                              | <b>29</b>      |
| <b>Balance sheet</b>                                                                  | <b>30 - 31</b> |
| <b>Statement of cash flows</b>                                                        | <b>32</b>      |
| <b>Notes to the financial statements</b>                                              | <b>33 - 47</b> |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**Trustees** Julie Winyard, Chair  
Fiona Willett, Trustee  
Mark Beyer-Woodgate, Trustee  
Monica Black, Trustee  
Deborah Caws, Trustee  
Artemi Sakellariadis, Trustee

**Company registered number** 13442286

**Charity registered number** 1196330

**Registered office** 4 Chester Court  
Basildon  
Essex  
SS14 3WR

**Principal operating office** North Crescent Primary School  
North Crescent  
Wickford  
Essex  
SS12 9AP

**Company secretary** S Rudgley

**Chief executive officer** J Palmer-Tweed

**Accountants** MWS Accountants Limited  
Chartered Accountants  
Registered Auditor  
4 Chester Court  
Chester Hall Lane  
Basildon  
Essex  
SS14 3BL

**Bankers** Metro Bank  
One Southampton Row  
London  
WC1B 5HA

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

The Trustees present their annual report together with the financial statements of the Company for the 1 September 2024 to 31 August 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

"To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators."

The demographic area of Southend, Essex and East London struggles to recruit enough good teachers to maintain supply of staff for local schools. Essex and Thames Education provides excellent training to localities, with the vast majority of trainees taking employment in local schools.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Strategies for achieving objectives**

**2023 - 26**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Promote the Apprenticeship Route into teaching
- Continue to identify new income streams for the charity

**2026-28**

- Develop training programmes with the independent sector
- Develop the apprenticeship routes into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Objectives and activities (continued)**

**c. Activities undertaken to achieve objectives**

During the 2024-2025 Academic year, delivery of the Programme which:

- Was designed, led and overseen by schools
- Drew on the strengths of member schools
- Provided opportunities for trainees to learn from expert colleagues
- Provided centre-based and school-based training which were inextricably linked
- Ensured ECTs were immediately ready for their roles in school
- Engaged in ITT that impacts positively on the CPD of staff in schools
- Ensured all mentors are fully cognisant of the ITTECF and its evidence base
- Delivered programmes which create and support a culture of evidence informed practice in the partnership
- Ensured academic rigor
- Ensured all stakeholders have a voice
- Delivered programmes which impact positively on pupils' lives
- Provided equality of opportunity for all trainees
- Promoted inclusive practice and supported equality and diversity
- Ensured that trainee teachers were responsive and reflective
- Ensured that training happened in a nurturing environment
- Ensured that new teachers were able to plan their CPD effectively
- Produced well-rounded teachers who qualify as confident practitioners
- Produced teachers who had the necessary substantive knowledge to teach subjects with immediate competence
- Ensured that training was led by subject, phase and specialist practitioners
- Ensured that all training programmes was supported by an appropriate evidence base
- Developed Mentor Training in line with the quality requirements
- 

**d. Main activities undertaken to further the Company's purposes for the public benefit**

At the start of the course 82 trainees were registered with 72 being awarded QTS at the planned end of training in July 2025. One trainee extended into the Autumn term 2025/2026 and was awarded QTS in October 2025. One part time trainee from 2023-2024 was also awarded QTS during the year. Five trainees entered the second year of their part time studies. One trainee deferred and three trainees withdrew from the course. Of those that completed at the end of July, the vast majority of these trainees are now employed in local schools, benefiting the wider community by way of delivering good teaching to children and young people in the area. An additional ten awards of QTS were made to candidates on the Assessment Only Route into teaching.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance**

**a. Main achievements of the Company**

Of the 82 trainees (77 full time and 5 part time) that commenced the course:

- 72 of the 77 full time trainees completed at the planned end date of the course in July 2025 (94.7%)
- 3 of the 77 full time trainees completely withdrew from their training (2.6%)
- 1 of the 77 full time trainees deferred the course and at the date of this report (October 2025) and have not returned (2.6%)
- 1 part time trainee from 2023/2024 was awarded QTS
- 1 full time trainee extended into the autumn term and was awarded QTS in October 2025.

In the 2021/2022 year, Essex & Thames Education planned to train 100 new primary and secondary teachers each year. However, due to the financial implications, the charity made the decision to focus on Primary education for the 2022/2023 year and beyond, and the revised target number of new teachers was reduced to 75 to reflect this.

Recruitment for the 2022/2023 year was down nationally and the recruitment figures to the course reflect this. The trend continued into the 2023/2024 recruitment cycle, with 50 trainees commencing the course for the 2023/2024 year. For the 2024/2025 year, recruitment improved with 81 trainees commencing the course.

**Recruitment to future periods**

Recruitment for the 2025/2026 year was low with 68 trainees currently on the course. As a result of low recruitment, a decision was made to run from one base only from 2025/2026.

At the time of this report, January 2026, recruitment is predicted to be low for the 2026/2027 course with an estimate of 60 trainees.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**b. Key performance indicators**

**Trainee Completion Rate**

The national average for award of QTS in the 2023-2024 year was 93% up from 92% in the 2022-2023 year, recovering to the level in 2021-2022 year. Performance profiles for 2024-2025 were not available at the time of this report (October 2025) and are due to be released in July 2026. The DfE data only includes those that either completed their training at the expected end date or withdrew. Therefore the comparable completion rate for Essex & Thames was as follows:

- 49 Full time trainees were registered and expected to complete the course in July 2023
- 1 extended and is omitted from the figures
- Of the 49 full time trainees, 47 were awarded QTS at the planned end date (96%)
- Of the 49 full time trainees, 48 were awarded QTS by December 2024 (98%)

Essex & Thames education was performing above the national average for completions in the 2023/2024 year.

**Trainee Employment Rate and Locality**

91.7% of trainees (44 Trainees) that had completed the course with the award of QTS had secured employment in schools at the end of their training year. Trainees were employed in the following areas:

|              |                     |
|--------------|---------------------|
| Essex        | 36 Trainees (76.7%) |
| Southend     | 2 Trainees (4.3%)   |
| Thurrock     | 1 Trainees (2.1%)   |
| East London  | 2 Trainees (4.3%)   |
| Inner London | 1 Trainee (2.1%)    |
| Wiltshire    | 1 Trainee (2.1%)    |
| Kent         | 1 Trainee (2.1%)    |
| Unemployed   | 1 Trainee (2.1%)    |
| Not Teaching | 1 Trainee (2.1%)    |
| Supply       | 1 Trainee (2.1%)    |

**Trainee Satisfaction Data:**

Of the 72 trainees that had completed the course, 13 responses were received to the satisfaction survey (18%). The trainees were asked:

**How would you rate the overall quality of your training?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compared to:

2023/2024 responses of 85.7% rating as excellent and 14.3% as good.

2022/2023 responses of 17.4% rating as excellent and 82.6% as good.

2021/2022 responses of 59% rating as excellent and 41% as good.

**Do you feel that you have had sufficient practical experience of teaching for this stage in your training?**

92.3% responses of enough

7.7% (1 response) responses of felt they could have had a bit more

This compared to:

2023/2024 responses of 100% responding enough

2022/2023 responses of 74% responding enough and 26% responding they felt they could have had a bit more.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

2021/2022 responses of 75% responding enough and 25% responding they felt they could have had a bit more.

**How has your training been so far in preparing you to identify your own professional development needs (CPD / target setting / use of audits etc)?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to the data from:

2023/2024 85.7% Excellent, 14.3% Good

2022/2023 26% Excellent, 69.5% Good and 4.5% requires some improvement

2021/2022 of 63% excellent and 47% good.

**How has your training been so far in preparing you to follow high standards of personal and professional conduct?**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

85.7% answering excellent and 14.3% answering good in 2023/2024

47.8% answering excellent and 52.2% answering good in 2022/2023

84% answering excellent and 16% answering good in 2021/2022

**How has your training been so far in preparing you to integrate the theoretical elements (centre-based training) of your programme with your practical experiences (school-based training)?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

85.7% Excellent and 14.3% good in 2023/2024

21.7% Excellent and 78.3% good in 2022/2023

59% excellent and 41% good in 2021/2022

**How good has the guidance been in preparing you to stay up-to-date with educational research?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

71.4% Very confident and 28.6% confident in 2023/2024

30.4% Very confident, 61% confident and 8.6% slightly confident in 2022/2023

53% very confident and 47% confident in 2021/2022

**How good has your training been in preparing you to take responsibility for pupil safeguarding?**

53.8% of respondents answered fully prepared

46.2% of respondents answered somewhat prepared

This compares to:

71.4% fully prepared and 28.6% somewhat prepared in 2023/2024

82.6% fully prepared and 17.4% somewhat prepared in 2022/2023

72% fully prepared and 28% somewhat prepared in 2021/2022

**How good has your training been in developing your understanding of your responsibilities for Prevent?**

46.2% of respondents answered excellent

46.2% of respondents answered good

7.6% of respondents answered requires some improvement (1 trainee)

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

57.1% excellent, 28.6% good and 14.3% requires some improvement (1 trainee) in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
63% excellent and 37% good in 2021/2022

**How good has your training been in preparing you to promote British values such as democracy, liberty, mutual respect and tolerance?**

38.5% of respondents answered excellent  
61.5% of respondents answered good

This compares to:

57.1% answered excellent and 42.9% answered good in 2023/2024  
69.6% answered confident, 30.1% answered somewhat confident in 2022/2023  
38% confident, 59% somewhat confident and 3% not confident in 2021/2022.

**How good has your training been so far in addressing issues relating to your own wellbeing?**

61.5% of respondents answered Excellent  
30.9% of respondents answered Good  
7.6% of respondents answered requires some improvement (1 trainee)

This compares to:

57.1% responded excellent and 42.9% answered good in 2023/2024  
21.7% of respondents answering well supported, 69.6% answering somewhat supported and 8.7% answering not supported at all (2 trainees) in 2022/2023  
53% of respondents answering well supported and 47% answering somewhat supported in 2021/2022.

**How has your training been so far in addressing issues relating to pupil wellbeing?**

53.8% of respondents answered Excellent  
38.6% of respondents answered Good  
7.6% of respondents answered requires some improvement (1 trainee)

This compares to:

57.1% responding excellent and 42.9% responding good in 2023/2024  
26% responding excellent and 74% responding good in 2022/2023  
47% responding excellent and 53% good in 2021/2022.

**How supportive and effective is professional guidance given by your Personal Tutor?**

69.2% of respondents answered excellent  
23.2% of respondents answered good  
7.6% of respondents answered requires some improvement

This compares to:

100% answered excellent in 2023/2024  
56.5% answered excellent, 39% answered good and 4.5% answered requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022.

**How supportive and effective is pastoral support given by your Personal Tutor?**

69.2% of respondents answered excellent  
7.6% of respondents answered good  
7.6% of respondents answered requires some improvement  
15.6% of respondents answered that they had not required this

This compared to:

100% of respondents answered excellent in 2023/2024  
47.8% respondents answered excellent, 26% answered good, 4.5% answered requires improvement and 21.7%

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

responded that they had not required support in 2022/2023  
66% responded excellent, 28% good and 6% not requiring access in 2021/2022.

**Please rate the quality of support from the SCITT Office**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

This compares to:

100% of respondents answered excellent in 2023/2024  
39% excellent, 52% good, 4.5% requires some improvement and 4.5% stated that this was not relevant to them in 2022/2023  
50% excellent and 50% good in 2021/2022

**Please rate the quality of teaching in lectures**

53.8% of respondents answered excellent  
46.2% of respondents answered good

This compared to

57.1% excellent and 42.9% good in 2023/2024  
17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023  
53% excellent and 47% good in 2021/2022.

**How well was training pitched for your level of skill and knowledge?**

92.4% responded 'pitched correctly'  
7.6% responded 'too simple'

This compared to:

100% of respondents answered 'pitched correctly' in 2023/2024  
This question was added for the 2023/2024 survey

**How good was your training in preparing you to understand behaviour and to maintain good behaviour in the classroom?**

61.5% of respondents answered excellent  
38.5% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
30.4% excellent, 65.1% Good and 4.5% requires some improvement in 2022/2023  
59% excellent, 38% good and 3% requires some improvement in 2021/2022.

**How good was your training in preparing you to understand and apply pedagogy?**

53.8% of respondents answered excellent  
46.2% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
21.7% excellent and 78.3% good in 2022/2023  
56% excellent and 44% good in 2021/2022.

**How good was your training in preparing you to teach pupils across a range of academic abilities?**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

71.4% excellent and 28.6% good in 2023/2024

8.7% excellent, 78.2% good and 13.1% requires some improvement in 2023/2023

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**How has your training been so far in preparing you to teach pupils from all ethnic backgrounds?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

57.1% excellent, 28.6% good and 14.3% requires some improvement (1 trainee) in 2023/2024

17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023

47% excellent, 47% good and 6% requires some improvement in 2021/2022.

**How good was your training in preparing you to teach and assess the progress of pupils with special educational needs or disabilities?**

30.1% of respondents answered excellent

69.9% of respondents answered good

This compares to:

57.1% excellent and 42.9% good in 2023/2024

17.3% excellent, 73.9% good and 8.8% requires some improvement in 2022/2023

41% excellent, 56% good and 3% requires some improvement in 2021/2022.

**How helpful has the guidance given in lectures been to help you to learn how to plan effective lessons?**

30.1% of respondents answered excellent

46.2% of respondents answered good

23.7% of respondents answered requires some improvement

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 65.2% good and 21.8% requires some improvement in 2022/2023

38% excellent, 59% good and 3% requires some improvement in 2021/2022.

**How good has your training been in preparing you to teach across the full range of subjects in the curriculum?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 65.2% good, 17.3% requires some improvement and 4.5% responded that this had only been partly covered in 2022/2023

56% excellent, 41% good and 3% requires some improvement in 2021/2022.

**How good has your online training been so far in preparing you to teach phonics?**

15.4% of respondents answered excellent

77% of respondents answered good

7.6% of respondents answered requires some improvement

This compares to:

42.9% excellent and 57.1% good in 2023/2024

8.7% excellent, 69.5% good and 21.8% requires some improvement in 2022/2023

50% excellent and 50% good in 2021/2022.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How good has your training been in preparing you to teach reading and comprehension?**

38.5% of respondents answered excellent

61.5% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

34.7% excellent, 60.8% good and 4.5% requires some improvement in 2022/2023

63% excellent and 47% good in 2021/2022.

**How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

38.5% of respondents answered excellent

46.3% of respondents answered good

15.2% of respondents answered requires some improvement

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

17.4% excellent, 60.8% good and 21.8% requires some improvement in 2022/2023

44% excellent and 56% good in 2021/2022.

**How has your training been so far in preparing you to provide effective feedback to pupils?**

61.5% of respondents answered excellent

38.5% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

17.4% excellent, 69.6% good and 13% requires some improvement in 2022/2023

28% excellent, 69% good and 3% requires some improvement in 2021/2022.

**How good has your training been in preparing you to communicate with parents or carers?**

30.8% of respondents answered excellent

61.6% of respondents answered good

7.6% of respondents answered requires some improvement

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 60.8% good and 26.2% requires some improvement in 2022/2023

44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**How good has your training been in preparing you to deploy support staff effectively?**

53.8% of respondents answered excellent

31% of respondents answered good

15.2% of respondents answered requires some improvement

This compares to:

42.9% excellent and 57.1% good in 2023/2024

13% excellent, 56.5% good and 30.5% requires some improvement in 2022/2023

44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**How has your training been so far in preparing you to use your voice effectively?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to:

42.9% excellent and 57.1% good in 2023/2024

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

30.4% excellent, 56.6% good and 13% requires some improvement in 2022/2023  
75% excellent and 25% good in 2021/2022.

**How would you rate the school environment in terms of being welcoming to trainees?**

84.6% of respondents answered excellent  
7.7% of respondents answered good  
7.7% of respondents answered requires improvement

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
47.8% excellent, 47.8% good and 4.4% requires some improvement in 2022/2023  
72% excellent, 22% good and 6% requires improvement during 2021/2022.

**Placements: How would you rate the quality of information sharing about the pupils?**

76.9% of respondents answered excellent  
23.1% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
34.8% excellent, 60.8% good and 4.4% requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022

**Did you have sufficient opportunities to observe good and outstanding teaching?**

92.3% answered that their needs were met  
7.7% answered that they would have benefitted from seeing more

This compares to:

100% answering their needs were met in 2023/2024  
95.5% answering 'seen plenty' and 4.5% answering 'would have benefitted from seeing more' in 2022/2023  
94% answering yes and 6% no in 2021/2022

**Did you have sufficient opportunities to teach phonics?**

100% answered yes

This compares to:

85.7% answered yes and 14.3% answered no in 2023/2024  
100% answered yes in 2022/2023  
100% answered yes in 2021/2022

**Did you have sufficient opportunities to teach early mathematics?**

84.6% of respondents answered yes  
15.4% of respondents answered no

This compares to:

100% answered yes in 2023/2024  
95.5% yes and 4.5% no in 2022/2023  
94% yes and 6% no in 2021/2022

**How helpful was the lesson feedback you were given by your Senior General Mentor?**

76.9% of respondents answered excellent  
23.1% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
73.9% excellent, 26.1% good in 2022/2023  
60% excellent, 28% good and 12% requires improvement in 2021/2022.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How helpful was the lesson feedback you were given by your General Mentor?**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

100% excellent in 2023/2024

56.5% excellent, 39% good and 4.5% answered that this is the same person as the SGM in 2022/2023

69% excellent, 25% good and 6% where the senior and general mentor were the same person in 2021/2022.

**Are you receiving enough mentoring time from your Senior General Mentor?**

84.6% of respondents answered yes

15.4% of respondents answered no

This compares to:

100% yes in 2023/2024

95.5% yes and 4.5% no in 2022/2023

78% yes and 22% no in 2021/2022.

**Please rate the availability of planning time with your General Mentor.**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

100% excellent in 2023/2024

56.5% excellent, 30.4% good and 13.1% requires some improvement in 2022/2023

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**Please rate the quality of support from other school staff.**

92.3% of respondents answered excellent

7.7% of respondents answered requires some improvement

This compares to:

85.7% excellent and 14.3% good in 2023/2024

60.8% excellent, 34.7% good and 4.5% requires some improvement in 2022/2023

66% excellent and 34% good in 2021/2022

**Please rate the quality of target setting.**

69.2% of respondents answered excellent

30.8% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024

47.8% excellent and 52.2% good in 2022/2023

53% excellent, 44% good and 3% requires improvement in 2021/2022

**Please rate the quality of support to manage behaviour.**

84.6% of respondents answered excellent

15.4% of respondents answered good

This compares to:

100% excellent in 2023/2024

52.2% excellent, 43.5% good and 4.3% requires some improvement in 2022/2023

69% excellent and 21% good in 2021/2022

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**Please rate the quality of support to help you understand and apply pedagogy**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
39.1% excellent and 60.9% good in 2022/2023  
47% excellent and 53% good in 2021/2022.

**Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
34.7% excellent, 34.7% good and 30.6% requires some improvement in 2022/2023  
38% excellent, 56% good and 6% requires some improvement in 2021/2022

**Please rate the quality support in school to make assessments to identify pupil progress.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
39.1% excellent, 56.5% good and 4.4% requires some improvement in 2022/2023  
59% excellent and 41% good in 2021/2022

**Please rate the quality support in school to provide you with guidance in relation to professional behaviours.**

84.6% of respondents answered excellent  
15.4% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
51% excellent and 49% good in 2021/2022

**Please rate the quality of professional discussions in terms of impact on your teaching.**

92.3% of respondents answered excellent  
7.7% of respondents answered good

This compares to:

100% excellent in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
51% excellent and 49% good in 2021/2022

**Please rate the quality of support for teaching children with SEND.**

69.2% of respondents answered excellent  
23.1% of respondents answered good  
7.7% of respondents answered requires some improvement

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

85.7% excellent and 14.3% of good in 2023/2024

39.1% excellent, 52.2% good and 8.7% requires some improvement in 2022/2023

41% excellent and 59% good in 2021/2022.

**Please rate the quality of information and guidance relating to pupil premium.**

46.2% of respondents answered excellent

58.3% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

34.8% excellent, 52.2% good and 13% requires some improvement in 2022/2023

38% excellent and 62% good for 2021/2022

The trainees were asked about anything that they thought were particular strengths or would improve the taught element of the programme, responses included:

- I feel really well prepped to teach in general - i.e daily in the classroom.
- More in depth information about what work and what an ECT will do.
- In our Leadership enrichment, we were given lots of effective ways to communicate with parents during difficult conversations - this would be really useful for all trainees to hear in regards to general difficult conversations.
- I believe the ITAP weeks would benefit from more focused tasks and altered to appropriate times in the year - i.e adaptive teaching should not be left until April/May - rather do them all within the first few months as the more time spent in school later in the year was more beneficial in my view.

**Trainee Satisfaction Survey: Actions**

Of the 72 trainees that completed the course (24/25) 13 filled in the Trainee Satisfaction Survey. With the exception of the questions listed below, all other questions were answered with either an 'Excellent' or 'Good' response.

**How good has your training been in preparing you to take responsibility for pupil safeguarding?**

53.8% of respondents answered fully prepared

46.2% of respondents answered somewhat prepared

**How good has your training been in developing your understanding of your responsibilities for Prevent?**

46.2% of respondents answered excellent

46.2% of respondents answered good

7.6% of respondents answered requires some improvement (1 trainee)

**How good has your training been so far in addressing issues relating to your own wellbeing?**

61.5% of respondents answered Excellent

30.9% of respondents answered Good

7.6% of respondents answered requires some improvement (1 trainee)

**How has your training been so far in addressing issues relating to pupil wellbeing?**

53.8% of respondents answered Excellent

38.6% of respondents answered Good

7.6% of respondents answered requires some improvement (1 trainee)

**How supportive and effective is professional guidance given by your Personal Tutor?**

69.2% of respondents answered excellent

23.2% of respondents answered good

7.6% of respondents answered requires some improvement

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How supportive and effective is pastoral support given by your Personal Tutor?**

69.2% of respondents answered excellent  
7.6% of respondents answered good  
7.6% of respondents answered requires some improvement  
15.6% of respondents answered that they had not required this

**Please rate the quality of support from the SCITT Office**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

**How well was training pitched for your level of skill and knowledge?**

92.4% responded 'pitched correctly'  
7.6% responded 'too simple'

**How good was your training in preparing you to teach pupils across a range of academic abilities?**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

**How helpful has the guidance given in lectures been to help you to learn how to plan effective lessons?**

30.1% of respondents answered excellent  
46.2% of respondents answered good  
23.7% of respondents answered requires some improvement

**How good has your online training been so far in preparing you to teach phonics?**

15.4% of respondents answered excellent  
77% of respondents answered good  
7.6% of respondents answered requires some improvement

**How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

38.5% of respondents answered excellent  
46.3% of respondents answered good  
15.2% of respondents answered requires some improvement

**How good has your training been in preparing you to communicate with parents or carers?**

30.8% of respondents answered excellent  
61.6% of respondents answered good  
7.6% of respondents answered requires some improvement

**How good has your training been in preparing you to deploy support staff effectively?**

53.8% of respondents answered excellent  
31% of respondents answered good  
15.2% of respondents answered requires some improvement

**How would you rate the school environment in terms of being welcoming to trainees?**

84.6% of respondents answered excellent  
7.7% of respondents answered good  
7.7% of respondents answered requires improvement

**Did you have sufficient opportunities to teach early mathematics?**

84.6% of respondents answered yes  
15.4% of respondents answered no

ESSEX & THAMES EDUCATION  
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

Achievements and performance (continued)

Are you receiving enough mentoring time from your Senior General Mentor?

84.6% of respondents answered yes  
15.4% of respondents answered no

Please rate the quality of support from other school staff.

92.3% of respondents answered excellent  
7.7% of respondents answered requires some improvement

Please rate the quality of support to help you understand and apply pedagogy

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

Please rate the quality support in school to make assessments to identify pupil progress.

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

Please rate the quality of support for teaching children with SEND.

69.2% of respondents answered excellent  
23.1% of respondents answered good  
7.7% of respondents answered requires some improvement

Employee Retention Rate

There were no changes to staffing during the 2024/2025 year.

Employee Absence Rate

One member of the SLT team was absent due to illness for a period of 35 days.

Marketing Data

Of those that responded to the marketing question of how they found out about the courses, the responses were:

|                           | 2024-2025 | 2023-2024 | 2022-2023 | 2021-2022 |
|---------------------------|-----------|-----------|-----------|-----------|
| Website                   | 3%        | 15%       | 13%       | 50%       |
| ARU                       | 48%       | 14%       | 49%       | 25%       |
| Apply System              | 27%       | 22%       | 13%       | 5%        |
| South Essex College       | 4%        | 4%        | 1%        | 3%        |
| University of East Anglia | 0%        | 0%        | 3%        | 0%        |
| Word of Mouth             | 16%       | 37%       | 21%       | 17%       |
| Current School            | 1%        | 6%        |           |           |
| Train to Teach Events     | 0%        | 2%        |           |           |
| Social Media              | 1%        |           |           |           |

Financial Performance

Recruitment for 2024/2025 increased with 82 trainees starting the course. This compared to 50 trainees in 2023/2024. A budget with an expected recovery of reserves of £5,863.40 was set with an additional contingency of £10,000. Grants were received for the Lead Mentor role and ITAP elements of the course. Continuation of additional staffing requirements from 2023/2024 in light of the Lead Mentor role and ITAPs were required during

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

the year and the grants were partly used to contribute towards the continued increased staffing costs. At the end of the year, a recovery to reserves of £37,374.58 was achieved. The increase to reserves above the budget was mainly due to staff undertaking tasks related to the ITAP and Lead Mentor roles within their contracted hours, removing the costs of overtime. The lease of the Witham base was released early, resulting in a two month rent free period. New equipment had been provided for in the budget, however, these were capitalised as they exceeded the capitalisation limit. The Assessment Only route outperformed expectations with one additional assessment undertaken. The CEO increased the number of TRA Hearings attending, increasing income by an additional £6,129.

However, a reduction in recruitment has been experienced for the 2025/2026 cycle as expected in the report for year end 2023/2024 with 68 trainees commencing the course as had been predicted. In light of this, a decision was made to operate from one base for the 2025/2026 year to reduce costs of rent and lectures in order to avoid further staff losses. A budget with an expected addition to reserves of £3,168.49 has been set with an additional £10,000 held for contingency.

At the date of this report, January 2026, recruitment to the 2026/2027 course is low with an expected cohort of 60 trainees. Efforts are being made to increase applications and acceptances to the course.

Performance against the budget is reviewed on a monthly basis and shared with Trustees and Finance, Pay, Resources and Audit committee members. This is discussed in further detail at the meetings of each board and committee three times per year.

**c. Review of activities**

During the 2024-2025 academic year, Essex & Thames Education trained 82 trainees for the award of QTS, most trainees also undertook the option of the PGCE. Of these, 74 have been awarded QTS, and 4 continue into 2025/2026 on the part time route. The course is structured so that each trainee spends at least 120 days in school practice within two partnership schools and around 70 days in lectures. Support was provided by a Personal Tutor team, school mentors and members of the Senior Leadership Team. A return to face to face lectures was made for around half of all lectures. The challenges faced by trainees in the year were around negative national press focused on teaching in general and the cost of living crisis. Trainees that had recently graduated faced further challenges of transitioning from remote learning at university to face to face learning in base and in schools as everyone adapted to a return to a more normal way of life. The Senior Leadership Team worked with partnership Mentors and Senior Leadership to assist with delivery of the course and to offer support to schools and trainees in another challenging time.

**d. Factors relevant to achieve objectives**

Essex & Thames Education aims to train 75 trainees each year. Recruitment can be affected by outside influences, such as decisions by DfE to award or remove funding to routes into teaching and new providers moving into the area. Larger providers are able to offer financial incentives to applicants, this is having a negative impact on recruitment. Efforts are being made to promote the close working partnership with schools which provides a reflective and responsive training experience led by expert practitioners in schools. In years where funding is reduced, trainee numbers also decline before recovering. Primary routes, in particular, do not attract any DfE funding such as bursaries or funding for salaried places; this has an impact on recruitment. Nationally the number of trainees into the 2024/2025 year have increased.

Recruitment into the 2026/2027 academic year has declined and it is expected that between 55-60 trainees will be recruited, under the target set of 75 trainees per year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**e. Fundraising activities and income generation**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**f. Investment policy and performance**

The Board of Trustees may invest to further the SCITT's charitable aims, but must ensure investment risk is properly managed. When considering an investment the board must:

- Act within its powers to invest as described in its articles;
- Exercise care and skill in investment decisions, taking advice as appropriate from a professional adviser;
- Ensure exposure to investment producers is tightly controlled so security of funds takes precedence over revenue maximisation;
- Ensure investment decisions are in the SCITT's best interests;
- Review the SCITT's investments and investment policy regularly.

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees.

Whilst the Board of Trustees has responsibility for the SCITT's finances, the Scheme of Delegation approved by them delegates responsibility to the Finance Committee:

- To monitor the Investments Policy to make recommendations with regard to managing, controlling and tracking financial exposure, and ensuring value for money; to review the SCITTs investments and investment policy on a regular basis
- The CFO is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

The investment objectives of Essex & Thames Education are:

- to achieve the best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

**Spending and liquidity policy**

- Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Finance Officer and Resources.
- The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.
- A sufficient balance must be held in the current account so that the SCITT's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.
- Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the SCITT.

No investments have been made during the period and there are no plans to make any investments in the immediate future. The CFO has reviewed the 3 year plan and the changes brought by the Market Reform will impact significantly on the cash flow of the organisation as funding will be received in arrear

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**g. Duty to promote the success of the Company to achieve its charitable purposes**

Essex & Thames Education has a good reputation locally for delivery of teacher training programmes. It has excellent relationships with partnership schools. Performance data is published on the DfE website and allows applicants to make informed decisions about the course to which they wish to apply. Essex & Thames Education's website promotes the success of the organisation to attract applicants to the courses and the team are positive about the impact that the charity has. This maximises the chances of the organisation achieving a target of 75 trainees per year.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**b. Reserves policy**

**Statement of Reserves at 31st August 2025**

|                                    |             |
|------------------------------------|-------------|
| Total Reserves at 31st August 2025 | £433,639.00 |
|------------------------------------|-------------|

**Predicted Reserves at 31st August 2026**

Unrestricted Funds: Proposed Designation

|                                                                           |             |
|---------------------------------------------------------------------------|-------------|
| Cash Flow Requirements                                                    | £140,000.00 |
| Contingency                                                               | £50,000.00  |
| Surplus Budget 2025-2026                                                  | (£3,170.00) |
| Predicted Budget Deficit 2026-2027 (Based on 58 Trainees)                 | £80,000.00  |
| Funding Paid in Arrears 2025-2026 - Intensive Training and Practice Grant | £13,872.00  |
| Funding Paid in Arrears 2025-2026 - Lead Mentor Grant                     | £4,000.00   |
| EYITT Development                                                         | £12,000.00  |
| Proposed Designation                                                      | £296,702.00 |

|                                                          |                    |
|----------------------------------------------------------|--------------------|
| <b>Unrestricted funds: General Reserves to 2026/2027</b> | <b>£136,937.00</b> |
|----------------------------------------------------------|--------------------|

The reserves held by Essex & Thames Education were acquired when the transfer of the accreditation was made from Runwell Community Primary School, operating as Essex and Thames SCITT, to the charity.

Applications to the courses are affected by outside factors and can range from 50 - 100 trainees in any one academic year. Spending into reserves was required for the 2022/23 and 2023/24 academic years. An increase to reserves was made for the 2024/2025 year and this is to be held to offset against the previous years losses. A small increase to reserves of £3,170 is expected for the 2025/2026 academic year. Recruitment for 2026/2027 is low at the date of this report (January 2026), with between 55-60 trainees expected. For the purpose of this report, 58 trainees have been reported with an expected deficit of around £80,000.

Most trainees opt to pay via Student Finance England, with 50% of fees received in the final months of the course, requiring a healthy level of cash flow to ensure operations can take place. The cash flow forecasts for the next 3 years have been calculated and show a maximum negative cash flow of around £118,000. A decision to hold at least £140,000 in reserves has been made.

**Recruitment**

Essex & Thames Education have a target of 75 trainees per academic year. The past 5 years have been challenging due to the Covid-19 pandemic, the cost of living crisis and negative press around teaching as a career.

Recruitment figures for the past 5 years are as follows:

|           |             |
|-----------|-------------|
| 2021-2022 | 88 Trainees |
| 2022-2023 | 68 Trainees |
| 2023-2024 | 51 Trainees |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

2024-2025 81 Trainees  
2025-2026 68 Trainees

Recruitment for the 2026/2027 cycle is low and is expected to be 55-60 trainees.

**Income 2025-2026**

|                         |              |
|-------------------------|--------------|
| Training Fee Income     | £675,068     |
| Grants & Funding        | £28,372      |
| Regional Network Income | £900         |
| TRA Hearings            | 10,897       |
| <br>Total Income        | <br>£715,237 |

**Expenditure 2025-2026**

The board of Trustees undertake a thorough review of the proposed budgets each year. For the 2025-2026 academic year, staffing is to be maintained to allow staff to undertake the roles of Lead Mentor and design, deliver and co-ordinate the ITAP weeks. Funding as shown above has been provided to cover the additional costs.

|                                         |               |
|-----------------------------------------|---------------|
| Lectures                                | £ 25,410      |
| Trainee Visits                          | £1,460        |
| Assessment & Examination                | £61,200       |
| Personal Tutors                         | £59,171       |
| Staff                                   | £456,410      |
| Audit, HR, Professional & Website Costs | £12,437       |
| Resources                               | £12,695       |
| Meetings                                | £5,940        |
| Buildings                               | £17,966       |
| Organisation Membership                 | £830          |
| Other Costs **                          | £10,737       |
| Recruitment                             | £1,920        |
| Trainee Wellbeing and Resources         | £16,516       |
| Trainee and Staff Checks                | £7,337        |
| Graduation Costs                        | £2,720        |
| ITAP Grant                              | £9,320        |
| Contingency                             | £10,000       |
| <br>Total Expenditure                   | <br>£ 712,069 |
| Total Additional to Reserves            | £3,167        |

**Projected Budget 2026-2027**

Recruitment for the 2026/2027 academic year is expected to be between 50 and 60 trainees. For the purpose of this report, a budget for 58 trainees has been used. Assuming no material changes to expenditure, a deficit of £79,131 is expected.

Fees for the courses have been increased to the new maximum tuition fees.

The main challenge faced by recruitment is the ability of national providers to provide financial incentives to candidates. There is a lack of widely available funding and as a small provider, Essex & Thames is unable to compete effectively in the market to recruit the target of 75 trainees at the present time. It is hoped that recruitment will recover for the 2027/2028 recruitment cycle and staffing is to be held at the current levels to ensure that experienced key staff are retained.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Rationale for Level of Reserves**

There are a number of factors and risks that determine the level of reserves to be held by the charity, these include:

- Economic climate and detrimental effect to recruitment to ITT
- The residual effects of the Covid-19 pandemic
- The realisation of fees through the Student Finance England payment schedules, being that 50% of the fees due are realised in the final months of the course, with expenditure at its greatest at the start of the course
- Changing DfE policy around ITT
- The risk of senior leadership absence and the requirement to cover the role. Although absence insurance is held, this will not cover the entire costs should this situation arise
- Development of courses to diversify income
- Forward planning in light of anticipated changes in trainee numbers to allow the courses to be run in years where recruitment is low
- Retention of experienced key members of staff in years where recruitment is low.

The Board of Trustees uses information supplied by the CEO and CFO to decide on the level of reserves to be held as a sum of designated funds for the next 3 years. Any reserves that are in excess of the designated reserves amount can be considered for investment purposes, guided by the investment policy.

The current economic climate, the residual effects of Covid-19 and the current changes under the ITT Reform show that it is not excessive for the current level of reserves to be held and it is vital to the going concern of the charity that these are maintained as far as possible.

**Review and Monitoring**

In the current climate, the policy will be reviewed regularly and updated accordingly. Matters relating to the financial performance of the charity are presented to the Board of Trustees and the Finance, Audit and Pay committee monthly; this assures that action can be taken swiftly if necessary. The Board of Trustees are being updated regularly by the CEO and Senior Leadership team regarding work around the ITT Reform.

Decisions around staffing levels and the payments made to schools for hosting trainees will be reviewed for the 2027/2028 academic year later in the recruitment cycle once a better understanding of the final recruitment figures is achieved.

**c. Principal risks and uncertainties**

Essex and Thames Education will seek to identify risks and take action to reduce the probability of them materialising and/or to limit their impact. All organisations are at risk of suffering loss or damage to their personnel, property, reputation and ability to deliver services through the occurrence of unforeseen events. While the timing of such events is unpredictable, it is usually feasible to identify the possibility and probability of them occurring.

The Board of Trustees has appointed a Risk Committee to oversee the risk management process; as this role gives a more global view of the activities of Essex and Thames Education. The committee meets on a termly basis to discuss Risk and to make recommendations to the Board of Trustees who hold ultimate responsibility for Risk for Essex and Thames Education.

The strategic objectives of Essex and Thames Education (as stated in the SIP), and the current risk register will be circulated to The Board of Trustees, submitting what they consider to be risks to the achievement of the strategic and operational objectives of Essex and Thames Education.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**d. Financial risk management objectives and policies**

The objectives of the risk meeting are as follows:

- To discuss and agree that all involved are satisfied with the Chairperson's list of risks;
- determine the appropriate response to each risk;
- assess existing controls and determine appropriate action;
- allocate responsibility for action; and
- agree on future reporting and review procedures.

The Risk Committee shall use the current risk register as the model format to classify the risks according to potential likelihood and impact, and decide whether to treat, terminate or tolerate each risk, according to impact and likelihood of each risk identified.

Value for money shall be considered in formulating an appropriate response to each risk, to avoid the over control of minor risks and the under-control of major ones.

It is likely that the assessment of controls will produce a list of actions required to produce an acceptable internal control system. Clear responsibilities should be allocated to these actions along with a deadline for the action to be completed and a scheduled date for review.

A final version of the risk register may be circulated to all relevant members of the organisation who shall be asked to confirm the accuracy of the register.

A copy shall be placed on the secure area of Essex and Thames Education Google Workspace so that all staff and Trustees are aware of the risks and the strategies in place to deal with them.

**e. Principal funding**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**Structure, governance and management**

**a. Constitution**

Essex & Thames Education is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Trustees are recommended by members of staff and partnership schools. At Trustee board meetings, any gaps in Trustee skill areas and ways of recruiting individuals with the necessary skills are discussed.

Once an individual has been identified, a recommendation is made to the Board of Trustees for a decision to appoint to be made by way of a vote.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

**c. Organisational structure and decision-making policies**

The Board of Trustees has overall responsibility for the organisation with responsibilities delegated to boards and committees as shown in the chart below. The Board of Trustees meets four times a year.

Decisions for the day to day operations of the organisation are delegated by the Board of Trustees to the CEO ensuring that these remain within the scheme of delegation. Any decisions to be made that are outside the scope of the CEO according to the scheme of delegation are referred to the relevant Board or Committee for discussion before being presented to the Board of Trustees for approval.

The Trustees are responsible for the governance and supervision of the SCITT and its committees. The Trustees have a number of duties and responsibilities relating to the governance of the SCITT and its finances. In summary, The Trustees are responsible for:

- Establishing the vision, mission and values for the SCITT;
- Continuing to enhance the SCITT through meeting its objectives as expressed in its vision;
- Continuing to enhance the SCITT in accordance with the objects of the charity as set out in the Articles of Association and safeguarding the assets of the charity;
- Designing strategy and structure for the operation of the SCITT;
- The delegation of the running of the SCITT;
- Ensuring sound management and administration of the SCITT;
- Financial controls and the financial management of the SCITT in accordance with the provisions of the SCITT finance regulations, which sets out in detail provisions for the financial management of the SCITT;
- Setting standards of conduct and values, monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon;
- Risk management, that is identifying, quantifying and devising systems to minimise the major risks affecting the SCITT; and
- Ensuring the activities of the SCITT are conducted in compliance with the general law.
- The Trustees must prepare for each financial year accounts as required by the Companies Acts. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- The Trustees must keep accounting records as required by the Companies Act.
- Comply with the requirements of the Charities Act 2011

The scheme of delegation sets out the decisions that can be made by the key staff, committees and Board of Trustees. The main responsibilities of the Board of Trustees is to:

- Committee membership - approve the removal and appointment of members
- Set the role description for the Chair and specific members
- Approve the appointment or removal of member schools
- The approval of the appointment and termination of employment of SCITT staff and the CEO
- Approval of the Terms of Reference for all committees and boards
- Approval of the Governance Structure
- Approval of succession plans
- Approval of the Risk register and contingency plans
- Approval of the SCITT policies
- Approval of the SCITT vision and strategy
- Approval and oversight of the budget
- Approval of the staff structure
- Approval of the progress on key priorities
- Approval of the responses to inspections and compliance visits
- Approval of the scheme of delegation

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

- Approval of the Audit report
- Approval of rates of pay for all staff

**d. Policies adopted for the induction and training of Trustees**

Trustees are provided with a handbook and are supported by experienced Trustees on the board and have support from the CEO, SCITT Manager and CFO.

**e. Pay policy for key management personnel**

**Setting of Executive Pay**

The board of trustees must ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration.

The board must discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

- Process - that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented;
- Independence - decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided;
- Robust decision making - factors in determining pay and benefits are clear, including whether training outcomes and financial performance considerations, and the degree of challenge in the role, have been taken into account;
- Proportionality - pay and benefits represent good value for money and are defensible relative to the public sector market;
- Commercial interests - ensuring the board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the SCITT to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Charities Commission;
- Documentation - the rationale behind the decision making process, including whether the level of pay and benefits reflects value for money, is recorded and retained;
- A basic presumption that executive pay and benefits should not increase at a faster rate than that of other staff members, in individual years and over the longer term;
- Understanding that inappropriate pay and benefits can be challenged by the DfE and the Charities Commission, particularly in instances of poor financial management of the SCITT.

**Publication of executive pay**

The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10K bandings, as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the SCITT's own pension costs. The trust is not required under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish information on the website and on the governments reporting website about the gender pay gap as it has less than 250 employees.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

**Tax arrangements for senior employees**

The trust must ensure its senior employees payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's Review of the Tax Arrangements of Public Sector Appointees which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to PAYE with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a fine by HM Treasury.

**f. Related party relationships**

A register of business interests is kept and is regularly updated and presented to the board of trustees four times a year.

**g. Financial risk management**

The Trustees have assessed the major risks to which the Company is exposed, in particular those related to the operations and finances of the Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**Plans for future periods**

**2026-29**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Continue to enhance mentor training in line with need and research developments
- Promote the Assessment Only Route into teaching
- Continue to develop and promote the Apprenticeship Route into teaching
- Build international working relationships
- Continue to develop peer-on-peer abuse work with ARU
- Develop the EYITT Programme (launching 2026-27)

**Members' liability**

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' 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 . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

Approved by order of the members of the board of Trustees on 27 March 2026 and signed on their behalf by:



**Julie Winyard**  
(Chair of Trustees)

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Independent examiner's report to the Trustees of Essex & Thames Education ('the Company')**

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

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

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

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: *Jonathan Gorridge*  
Jonathan Gorridge FCA

Dated: 31 March 2026  
ICAEW

**MWS Accountants Limited**  
Chartered Accountants  
4 Chester Court  
Chester Hall Lane  
Basildon  
Essex  
SS14 3BL

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2025**

|                                    | <b>Note</b> | <b>Restricted<br/>funds<br/>2025<br/>£</b> | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|------------------------------------|-------------|--------------------------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| <b>Income from:</b>                |             |                                            |                                              |                                       |                                       |
| Donations and legacies             | 3           | <b>33,735</b>                              | -                                            | <b>33,735</b>                         | -                                     |
| Charitable activities              | 4           | -                                          | <b>766,327</b>                               | <b>766,327</b>                        | 506,145                               |
| Investments                        | 5           | -                                          | <b>185</b>                                   | <b>185</b>                            | 156                                   |
| <b>Total income</b>                |             | <b>33,735</b>                              | <b>766,512</b>                               | <b>800,247</b>                        | 506,301                               |
| <b>Expenditure on:</b>             |             |                                            |                                              |                                       |                                       |
| Charitable activities              | 6           | -                                          | <b>762,563</b>                               | <b>762,563</b>                        | 602,714                               |
| <b>Total expenditure</b>           |             | -                                          | <b>762,563</b>                               | <b>762,563</b>                        | 602,714                               |
| <b>Net income/(expenditure)</b>    |             | <b>33,735</b>                              | <b>3,949</b>                                 | <b>37,684</b>                         | (96,413)                              |
| Transfers between funds            | 14          | <b>(33,735)</b>                            | <b>33,735</b>                                | -                                     | -                                     |
| <b>Net movement in funds</b>       |             | -                                          | <b>37,684</b>                                | <b>37,684</b>                         | (96,413)                              |
| <b>Reconciliation of funds:</b>    |             |                                            |                                              |                                       |                                       |
| Total funds brought forward        |             | -                                          | <b>395,955</b>                               | <b>395,955</b>                        | 492,368                               |
| Net movement in funds              |             | -                                          | <b>37,684</b>                                | <b>37,684</b>                         | (96,413)                              |
| <b>Total funds carried forward</b> |             | -                                          | <b>433,639</b>                               | <b>433,639</b>                        | 395,955                               |

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

The notes on pages 33 to 47 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2025**

|                                                | Note | 2025<br>£             | 2024<br>£             |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>Fixed assets</b>                            |      |                       |                       |
| Tangible assets                                | 11   | 9,652                 | 5,789                 |
|                                                |      | <u>9,652</u>          | <u>5,789</u>          |
| <b>Current assets</b>                          |      |                       |                       |
| Debtors                                        | 12   | 82,427                | 36,708                |
| Cash at bank and in hand                       |      | 377,163               | 369,181               |
|                                                |      | <u>459,590</u>        | <u>405,889</u>        |
| <b>Current liabilities</b>                     |      |                       |                       |
| Creditors: amounts falling due within one year | 13   | (35,603)              | (15,723)              |
|                                                |      | <u>423,987</u>        | <u>390,166</u>        |
| <b>Net current assets</b>                      |      |                       |                       |
|                                                |      | <u>433,639</u>        | <u>395,955</u>        |
| <b>Total assets less current liabilities</b>   |      |                       |                       |
|                                                |      | <u>433,639</u>        | <u>395,955</u>        |
| <b>Net assets excluding pension asset</b>      |      |                       |                       |
|                                                |      | <u>433,639</u>        | <u>395,955</u>        |
| <b>Total net assets</b>                        |      | <u><u>433,639</u></u> | <u><u>395,955</u></u> |
| <b>Charity funds</b>                           |      |                       |                       |
| Restricted funds                               | 14   | -                     | -                     |
| Unrestricted funds                             | 14   | 433,639               | 395,955               |
|                                                |      | <u>433,639</u>        | <u>395,955</u>        |
| <b>Total funds</b>                             |      | <u><u>433,639</u></u> | <u><u>395,955</u></u> |

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 27 March 2026 and signed on their behalf by:

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2025**



**Julie Winyard**  
(Chair of Trustees)

The notes on pages 33 to 47 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

|                                                         | 2025<br>£   | 2024<br>£   |
|---------------------------------------------------------|-------------|-------------|
| <b>Cash flows from operating activities</b>             |             |             |
| Net cash used in operating activities                   | 14,808      | (119,080)   |
|                                                         | <hr/>       | <hr/>       |
| <b>Cash flows from investing activities</b>             |             |             |
| Purchase of tangible fixed assets                       | (6,825)     | (1,099)     |
|                                                         | <hr/>       | <hr/>       |
| <b>Net cash used in investing activities</b>            | (6,825)     | (1,099)     |
|                                                         | <hr/>       | <hr/>       |
| <b>Cash flows from financing activities</b>             |             |             |
|                                                         | <hr/>       | <hr/>       |
| <b>Net cash provided by financing activities</b>        | -           | -           |
|                                                         | <hr/>       | <hr/>       |
| <b>Change in cash and cash equivalents in the year</b>  | 7,983       | (120,179)   |
| Cash and cash equivalents at the beginning of the year  | 369,180     | 489,359     |
|                                                         | <hr/>       | <hr/>       |
| <b>Cash and cash equivalents at the end of the year</b> | 377,163     | 369,180     |
|                                                         | <hr/> <hr/> | <hr/> <hr/> |

The notes on pages 33 to 47 form part of these financial statements

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**1. General information**

Essex & Thames Education is a company limited by guarantee and incorporated in England. It is also a registered charity, Number 1196330

Its registered address is 4 Chester Court, Chester Hall Lane, Basildon, Essex, SS14 3WR  
Its principle place of business is North Crescent Primary, North Crescent, Wickford, Essex, SS12 9AP

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Essex & Thames Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.2 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.4 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

|                  |   |                      |
|------------------|---|----------------------|
| Office equipment | - | 20% Reducing balance |
|------------------|---|----------------------|

**2.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.8 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.10 Financial instruments**

The Company only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.11 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**2.13 Redundancy payments**

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately when the charity has a detailed formal plan in place which has either: been announced to those affected, or the charity has initiated implementation of that plan.

**3. Income from donations and legacies**

|                   | <b>Restricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <i>Total<br/>funds<br/>2024<br/>£</i> |
|-------------------|--------------------------------------------|---------------------------------------|---------------------------------------|
| Government grants | 33,735                                     | 33,735                                | -                                     |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**4. Income from charitable activities**

|                   | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <i>Total<br/>funds<br/>2024<br/>£</i> |
|-------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Education         | 766,327                                      | <b>766,327</b>                        | 506,145                               |
|                   | <u>766,327</u>                               | <u>766,327</u>                        |                                       |
| <i>Total 2024</i> | <u>506,145</u>                               | <u>506,145</u>                        |                                       |

**5. Investment income**

|                                | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <i>Total<br/>funds<br/>2024<br/>£</i> |
|--------------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Investment income - local cash | 185                                          | <b>185</b>                            | 156                                   |
|                                | <u>185</u>                                   | <u>185</u>                            |                                       |
| <i>Total 2024</i>              | <u>156</u>                                   | <u>156</u>                            |                                       |

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

|                   | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>2025<br/>£</b> | <i>Total<br/>2024<br/>£</i> |
|-------------------|----------------------------------------------|-----------------------------|-----------------------------|
| Direct costs      | 762,563                                      | <b>762,563</b>              | 602,714                     |
|                   | <u>762,563</u>                               | <u>762,563</u>              |                             |
| <i>Total 2024</i> | <u>602,714</u>                               | <u>602,714</u>              |                             |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**6. Analysis of expenditure on charitable activities (continued)**

**Summary by expenditure type**

|                   | <b>Staff costs<br/>2025<br/>£</b> | <b>Depreciation<br/>2025<br/>£</b> | <b>Other costs<br/>2025<br/>£</b> | <b>Total<br/>2025<br/>£</b> | <b>Total<br/>2024<br/>£</b> |
|-------------------|-----------------------------------|------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Direct costs      | 444,964                           | 2,962                              | 314,637                           | <b>762,563</b>              | 602,714                     |
|                   |                                   |                                    |                                   |                             |                             |
| <i>Total 2024</i> | <i>368,873</i>                    | <i>1,832</i>                       | <i>232,009</i>                    | <i>602,714</i>              |                             |

**7. Analysis of expenditure by activities**

|                   | <b>Activities<br/>undertaken<br/>directly<br/>2025<br/>£</b> | <b>Support<br/>costs<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|-------------------|--------------------------------------------------------------|-----------------------------------------|---------------------------------------|---------------------------------------|
| Education         | 681,458                                                      | 81,105                                  | <b>762,563</b>                        | 602,714                               |
|                   |                                                              |                                         |                                       |                                       |
| <i>Total 2024</i> | <i>537,770</i>                                               | <i>64,944</i>                           | <i>602,714</i>                        |                                       |

**Analysis of direct costs**

|                    | <b>Activities<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|--------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Staff costs        | 444,964                          | <b>444,964</b>                        | 368,873                               |
| Lecturers          | 49,450                           | <b>49,450</b>                         | 35,958                                |
| Personal Tutors    | 80,551                           | <b>80,551</b>                         | 48,685                                |
| Assessment         | 81,000                           | <b>81,000</b>                         | 55,800                                |
| Other direct costs | 25,493                           | <b>25,493</b>                         | 28,454                                |
|                    |                                  |                                       |                                       |
|                    | 681,458                          | <b>681,458</b>                        | 537,770                               |
|                    |                                  |                                       |                                       |
| <i>Total 2024</i>  | <i>537,770</i>                   | <i>537,770</i>                        |                                       |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

|                         | <b>Activities<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> | <i>Total<br/>funds<br/>2024<br/>£</i> |
|-------------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Depreciation            | 2,962                            | <b>2,962</b>                          | 1,832                                 |
| Other support costs     | 33,855                           | <b>33,855</b>                         | 22,068                                |
| Resources               | 8,563                            | <b>8,563</b>                          | 8,344                                 |
| Audit costs             | 4,572                            | <b>4,572</b>                          | 5,400                                 |
| Loss on disposal        | -                                | -                                     | 1,044                                 |
| Utilities               | 2,359                            | <b>2,359</b>                          | 2,403                                 |
| Insurance               | 4,959                            | <b>4,959</b>                          | 4,963                                 |
| Rent                    | 22,935                           | <b>22,935</b>                         | 17,990                                |
| Internal control review | 900                              | <b>900</b>                            | 900                                   |
|                         | <u>81,105</u>                    | <u><b>81,105</b></u>                  | <u>64,944</u>                         |
| <i>Total 2024</i>       | <u>64,944</u>                    | <u>64,944</u>                         |                                       |

**8. Independent examiner's remuneration**

|                                                                                                                     | <b>2025<br/>£</b> | <i>2024<br/>£</i> |
|---------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|
| Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts | <b>5,600</b>      | 4,752             |
| Fees payable to the Company's independent examiner in respect of:<br>All assurance services not included above      | <u>-</u>          | <u>648</u>        |

**9. Staff costs**

|                                                      | <b>2025<br/>£</b>     | <i>2024<br/>£</i> |
|------------------------------------------------------|-----------------------|-------------------|
| Wages and salaries                                   | <b>368,705</b>        | 302,158           |
| Social security costs                                | <b>31,737</b>         | 26,829            |
| Contribution to defined contribution pension schemes | <b>44,523</b>         | 39,886            |
|                                                      | <u><b>444,965</b></u> | <u>368,873</u>    |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**9. Staff costs (continued)**

The average number of persons employed by the Company during the year was as follows:

|             | <b>2025</b><br><b>No.</b> | <b>2024</b><br><b>No.</b> |
|-------------|---------------------------|---------------------------|
| Management  | <b>3</b>                  | <b>3</b>                  |
| Admin staff | <b>4</b>                  | <b>3</b>                  |
|             | <hr/> <b>7</b> <hr/>      | <hr/> <b>6</b> <hr/>      |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                               | <b>2025</b><br><b>No.</b> | <b>2024</b><br><b>No.</b> |
|-------------------------------|---------------------------|---------------------------|
| In the band £80,001 - £90,000 | <b>1</b>                  | <b>1</b>                  |

Remuneration paid to key management personnel during the year amounted to £229,094 (2024: £224,710) including £198,558 (2024: £193,564) of gross pay and £30,536 (2024: £31,146) of employers pension contributions.

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**11. Tangible fixed assets**

|                          | Office<br>equipment<br>£ |
|--------------------------|--------------------------|
| <b>Cost or valuation</b> |                          |
| At 1 September 2024      | 13,279                   |
| Additions                | 6,825                    |
|                          | <hr/>                    |
| At 31 August 2025        | 20,104                   |
|                          | <hr/>                    |
| <b>Depreciation</b>      |                          |
| At 1 September 2024      | 7,489                    |
| Charge for the year      | 2,962                    |
|                          | <hr/>                    |
| At 31 August 2025        | 10,451                   |
|                          | <hr/>                    |
| <b>Net book value</b>    |                          |
| At 31 August 2025        | 9,653                    |
|                          | <hr/> <hr/>              |
| <i>At 31 August 2024</i> | 5,789                    |
|                          | <hr/> <hr/>              |

**12. Debtors**

|                                | 2025<br>£   | 2024<br>£   |
|--------------------------------|-------------|-------------|
| <b>Due within one year</b>     |             |             |
| Trade debtors                  | 23,981      | 6,499       |
| Prepayments and accrued income | 58,446      | 30,209      |
|                                | <hr/>       | <hr/>       |
|                                | 82,427      | 36,708      |
|                                | <hr/> <hr/> | <hr/> <hr/> |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**13. Creditors: Amounts falling due within one year**

|                                        | <b>2025</b>    | <b>2024</b>     |
|----------------------------------------|----------------|-----------------|
|                                        | <b>£</b>       | <b>£</b>        |
| Trade creditors                        | <b>1,127</b>   | <b>2,460</b>    |
| Accruals and deferred income           | <b>34,476</b>  | <b>13,263</b>   |
|                                        | <b>35,603</b>  | <b>15,723</b>   |
|                                        | <b>2025</b>    | <b>2024</b>     |
|                                        | <b>£</b>       | <b>£</b>        |
| Deferred income at 1 September 2024    | <b>7,242</b>   | <b>18,040</b>   |
| Resources deferred during the year     | <b>5,600</b>   | <b>7,242</b>    |
| Amounts released from previous periods | <b>(7,242)</b> | <b>(18,040)</b> |
|                                        | <b>5,600</b>   | <b>7,242</b>    |

Amounts deferred are deposits received for student placements for the 2025/2026 education year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**14. Statement of funds**

**Statement of funds - current year**

|                           | Balance at 1<br>September<br>2024<br>£ | Income<br>£    | Expenditure<br>£ | Transfers<br>in/out<br>£ | Balance at<br>31 August<br>2025<br>£ |
|---------------------------|----------------------------------------|----------------|------------------|--------------------------|--------------------------------------|
| <b>Unrestricted funds</b> |                                        |                |                  |                          |                                      |
| Reserves                  | 395,955                                | 766,512        | (762,563)        | 33,735                   | 433,639                              |
| <b>Restricted funds</b>   |                                        |                |                  |                          |                                      |
| Lead Mentour Grant        | -                                      | 26,843         | -                | (26,843)                 | -                                    |
| ITAP Grant                | -                                      | 6,892          | -                | (6,892)                  | -                                    |
|                           | -                                      | 33,735         | -                | (33,735)                 | -                                    |
| <b>Total of funds</b>     | <b>395,955</b>                         | <b>800,247</b> | <b>(762,563)</b> | <b>-</b>                 | <b>433,639</b>                       |

The specific purpose for which the funds are to be applied are as follows:

*Restricted funds*

These all relate to restricted government grants the application of which is limited to the conditions imposed by the respective funding agreements.

Transfers include qualifying expenditure related to restricted grant income

*Unrestricted funds*

Unrestricted general funds can be used to fulfil any of the charitable objects

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

|                           | <i>Balance at<br/>1 September<br/>2023<br/>£</i> | <i>Income<br/>£</i> | <i>Expenditure<br/>£</i> | <i>Balance at<br/>31 August<br/>2024<br/>£</i> |
|---------------------------|--------------------------------------------------|---------------------|--------------------------|------------------------------------------------|
| <b>Unrestricted funds</b> |                                                  |                     |                          |                                                |
| General Funds             | 492,368                                          | 506,301             | (602,714)                | 395,955                                        |

**Transfers between funds**

£33,735 was transferred from unrestricted funds into restricted funds in relation to expenditure relating to the expenditure incurred relating to the Lead Mentour Grant and the ITAP Grant

**15. Summary of funds**

**Summary of funds - current year**

|                  | <b>Balance at 1<br/>September<br/>2024<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Transfers<br/>in/out<br/>£</b> | <b>Balance at<br/>31 August<br/>2025<br/>£</b> |
|------------------|--------------------------------------------------|---------------------|--------------------------|-----------------------------------|------------------------------------------------|
| General funds    | 395,955                                          | 766,512             | (762,563)                | 33,735                            | 433,639                                        |
| Restricted funds | -                                                | 33,735              | -                        | (33,735)                          | -                                              |
|                  | <u>395,955</u>                                   | <u>800,247</u>      | <u>(762,563)</u>         | <u>-</u>                          | <u>433,639</u>                                 |

**Summary of funds - prior year**

|               | <i>Balance at<br/>1 September<br/>2023<br/>£</i> | <i>Income<br/>£</i> | <i>Expenditure<br/>£</i> | <i>Balance at<br/>31 August<br/>2024<br/>£</i> |
|---------------|--------------------------------------------------|---------------------|--------------------------|------------------------------------------------|
| General funds | 492,368                                          | 506,301             | (602,714)                | 395,955                                        |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

|                               | <b>Unrestricted<br/>funds<br/>2025<br/>£</b> | <b>Total<br/>funds<br/>2025<br/>£</b> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 9,652                                        | <b>9,652</b>                          |
| Current assets                | 459,590                                      | <b>459,590</b>                        |
| Creditors due within one year | (35,603)                                     | <b>(35,603)</b>                       |
| <b>Total</b>                  | <b>433,639</b>                               | <b>433,639</b>                        |

**Analysis of net assets between funds - prior year**

|                               | <i>Unrestricted<br/>funds<br/>2024<br/>£</i> | <i>Total<br/>funds<br/>2024<br/>£</i> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 5,789                                        | 5,789                                 |
| Current assets                | 405,889                                      | 405,889                               |
| Creditors due within one year | (15,723)                                     | (15,723)                              |
| <b>Total</b>                  | <b>395,955</b>                               | <b>395,955</b>                        |

**17. Reconciliation of net movement in funds to net cash flow from operating activities**

|                                                                                | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|--------------------------------------------------------------------------------|-------------------|-------------------|
| Net income/expenditure for the year (as per Statement of Financial Activities) | <b>37,684</b>     | (96,413)          |
| <b>Adjustments for:</b>                                                        |                   |                   |
| Depreciation charges                                                           | <b>2,962</b>      | 1,834             |
| Loss on the sale of fixed assets                                               | -                 | 1,043             |
| Decrease/(increase) in debtors                                                 | <b>(45,719)</b>   | 9,298             |
| Increase/(decrease) in creditors                                               | <b>19,881</b>     | (34,842)          |
| <b>Net cash provided by/(used in) operating activities</b>                     | <b>14,808</b>     | (119,080)         |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**18. Analysis of cash and cash equivalents**

|                                        | 2025<br>£      | 2024<br>£      |
|----------------------------------------|----------------|----------------|
| Cash in hand                           | 369,163        | 361,180        |
| Notice deposits (less than 3 months)   | 8,000          | 8,000          |
| <b>Total cash and cash equivalents</b> | <b>377,163</b> | <b>369,180</b> |

**19. Analysis of changes in net debt**

|                          | At 1<br>September<br>2024<br>£ | Cash flows<br>£ | At 31<br>August 2025<br>£ |
|--------------------------|--------------------------------|-----------------|---------------------------|
| Cash at bank and in hand | 369,181                        | 7,982           | 377,163                   |
|                          | <b>369,181</b>                 | <b>7,982</b>    | <b>377,163</b>            |

**20. Pension commitments**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £44,523 (2024: £39,885). £nil (2023: £nil) were payable to the fund at the balance sheet date and are included in creditors.

**21. Operating lease commitments**

At 31 August 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | 2025<br>£ | 2024<br>£ |
|-----------------------|-----------|-----------|
| Not later than 1 year | -         | 12,000    |

The following lease payments have been recognised as an expense in the Statement of financial activities:

|                                                                          | 2025<br>£ | 2024<br>£ |
|--------------------------------------------------------------------------|-----------|-----------|
| Operating lease rentals                                                  | 12,000    | 12,000    |
| Changes in lease payments arising from COVID-19 related rent concessions | -         | -         |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**22. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

**23. Related party transactions**

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 August 2025.

---

# Accounts

---

Registered number: 13442286  
Charity number: 1196330

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**CONTENTS**

|                                                                                       | Page           |
|---------------------------------------------------------------------------------------|----------------|
| <b>Reference and administrative details of the Company, its Trustees and advisers</b> | <b>1</b>       |
| <b>Trustees' report</b>                                                               | <b>2 - 25</b>  |
| <b>Independent examiner's report</b>                                                  | <b>26</b>      |
| <b>Statement of financial activities</b>                                              | <b>27</b>      |
| <b>Balance sheet</b>                                                                  | <b>28 - 29</b> |
| <b>Statement of cash flows</b>                                                        | <b>30</b>      |
| <b>Notes to the financial statements</b>                                              | <b>31 - 45</b> |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2024**

|                                   |                                                                                                                                                                                                                    |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                   | Julie Winyard, Chair<br>Fiona Willett, Trustee<br>Mark Beyer-Woodgate, Trustee<br>Monica Black, Trustee<br>Deborah Caws, Trustee<br>Artemi Sakellardiadis, Trustee<br>Michael Tait, Trustee (resigned 5 June 2024) |
| <b>Company registered number</b>  | 13442286                                                                                                                                                                                                           |
| <b>Charity registered number</b>  | 1196330                                                                                                                                                                                                            |
| <b>Registered office</b>          | Kingsridge House<br>601 London Road<br>Westcliff-On-Sea<br>Essex<br>SS09PE                                                                                                                                         |
| <b>Principal operating office</b> | Witham Oaks Academy<br>Spa Road<br>Witham<br>Essex<br>CM8 1NA                                                                                                                                                      |
| <b>Company secretary</b>          | S Rudgley                                                                                                                                                                                                          |
| <b>Chief executive officer</b>    | J Palmer-Tweed                                                                                                                                                                                                     |
| <b>Accountants</b>                | MWS<br>Chartered Accountants<br>Registered Auditor<br>4 Chester Court<br>Chester Hall Lane<br>Basildon<br>Essex<br>SS14 3BL                                                                                        |
| <b>Bankers</b>                    | Metro Bank<br>One Southampton Row<br>London<br>WC1B 5HA                                                                                                                                                            |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees present their annual report together with the financial statements of the Company for the 1 September 2023 to 31 August 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

"To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators."

The demographic area of Southend, Essex and East London struggles to recruit enough good teachers to maintain supply of staff for local schools. Essex and Thames Education provides excellent training to localities, with the vast majority of trainees taking employment in local schools.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Strategies for achieving objectives**

**2023 - 26**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Promote the Apprenticeship Route into teaching
- Continue to identify new income streams for the charity

**2026-28**

- Develop training programmes with the independent sector
- Develop the apprenticeship routes into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Objectives and activities (continued)**

**c. Activities undertaken to achieve objectives**

During the 2023-2024 academic year, delivery of the Programme which:

- Was designed, led and overseen by schools
- Drew on the strengths of member schools
- Provided opportunities for trainees to learn from expert colleagues
- Provided centre-based and school-based training which were inextricably linked
- Ensured ECTs were immediately ready for their roles in school
- Supported ECTs collaboratively
- Engaged in ITT that impacts positively on the CPD of staff in schools
- Ensured all mentors are fully cognisant of the CCF and its evidence base
- Delivered programmes which create and support a culture of evidence informed practice in the partnership
- Ensured academic rigour
- Ensured all stakeholders have a voice
- Delivered programmes which impact positively on pupils' lives
- Provided equality of opportunity for all trainees
- Promoted inclusive practice and supports equality and diversity
- Ensured that trainee teachers are responsive and reflective
- Ensured that training happens in a nurturing environment
- Ensured that new teachers are able to plan their CPD effectively
- Produced well-rounded teachers who qualify as confident practitioners
- Produced teachers who have the necessary substantive knowledge to teach subjects with immediate competence
- Ensured that training is led by subject, phase and specialist practitioners
- Ensured that all training programmes are supported by an appropriate evidence base
- Developed Mentor Training in line with the new quality requirements

**d. Main activities undertaken to further the Company's purposes for the public benefit**

At the start of the course 50 trainees were registered with 47 being awarded QTS at the planned end of training in July 2024. Three trainees extended into the 2023/2024 year and one trainee entered the second year of their part time studies. Of those that completed at the end of July, the vast majority of these trainees are now employed in local schools, benefiting the wider community by way of delivering good teaching to children and young people in the area. An additional 9 awards of QTS were made to candidates on the Assessment Only Route into teaching.

**Achievements and performance**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**a. Main achievements of the Company**

Of the 50 trainees (49 full time and one part time) that commenced the course:

- 47 of the 49 full time trainees completed at the planned end date of the course in July 2024 (95.9%)
- 1 of the 49 full time trainee extended studies into the 2024/2023 year (2%)
- 48 of the 49 full time trainees completed by December 2024 (98%)
- 1 of the 49 full time trainees completely withdrew from their training (2%)
- 0 of the 49 full time trainees deferred the course and at the date of this report (March 2025), has not returned (0%)
- Of those that completed, 12.5% were exceeding expectations in all areas of training, up from 3% in 2022/2023 and 5% in 2021/2022.

In the 2021/2022 year, Essex & Thames Education planned to train 100 new primary and secondary teachers each year. However, the charity made the decision to focus on Primary education for the 2022/2023 year and beyond, and the revised target number of new teachers has been reduced to 75 to reflect this.

Recruitment for the 2022/2023 year was down nationally and the recruitment figures to the course reflect this. The trend continued into the 2023/2024 recruitment cycle, with 50 trainees commencing the course for the 2023/2024 year. For the 2024/2025 year, recruitment improved with 81 trainees commencing the course. However, at the time of this report, March 2025, recruitment for the 2025/2026 cycle is less than anticipated and it is expected that the target of 75 trainees will not be met, with a best estimation of 65 trainees for the year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**b. Key performance indicators**

**Trainee Completion Rate**

The national average for award of QTS in the 2022-2023 year was 92%, down from 93% in the 2021-2022 year, 95% in 2020-2021 year and 96% in 2019/2020. Performance profiles for 2023-202 were not available at the time of this report (March 2025) and are due to be released in July 2025. The DfE data only includes those that either completed their training at the expected end date or withdrew. Therefore the comparable completion rate for Essex & Thames was as follows:

- 49 Full time trainees were registered and expected to complete the course in July 2024
- 1 extended and is omitted from the figures
- Of the 49 full time trainees, 47 were awarded QTS at the planned end date (96%)
- Of the 49 full time trainees, 48 were awarded QTS by December 2024 (98%)

Essex & Thames education was performing above the national average for completions in the 2023/2024 year.

**Trainee Employment Rate and Locality**

91.7% of trainees (44 Trainees) that had completed the course with the award of QTS had secured employment at the end of their training year. Trainees were employed in the following areas:

|              |                     |
|--------------|---------------------|
| Essex        | 36 Trainees (76.7%) |
| Southend     | 2 Trainees (4.3%)   |
| Thurrock     | 1 Trainees (2.1%)   |
| East London  | 2 Trainees (4.3%)   |
| Inner London | 1 Trainee (2.1%)    |
| Wiltshire    | 1 Trainee (2.1%)    |
| Kent         | 1 Trainee (2.1%)    |
| Unemployed   | 1 Trainees (2.1%)   |
| Not Teaching | 1 Trainee (2.1%)    |
| Supply       | 1 Trainee (2.1%)    |

**Trainee Satisfaction Data:**

Of the 48 trainees that had completed the course, 7 responses were received to the satisfaction survey (14.6%). The trainees were asked:

**- How would you rate the overall quality of your training?**

85.7% of respondents answered excellent  
14.3% of respondents answered good

This compares to:

2021/2022 responses of 59% rating as excellent and 41% as good  
2022/2023 responses of 17.4% rating as excellent and 82.6% as good

**- Do you feel that you have had sufficient practical experience of teaching for this stage in your training?**

100% of respondents answered they felt they had enough practical experience of teaching.

This was comparable to

2022/2023 responses of 74% responding enough and 26% responding they felt they could have had a bit more.

2021/2022 responses of 75% responding enough and 25% responding they felt they could have had a bit more.

**- How has your training been so far in preparing you to identify your own professional development**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**needs (CPD / target setting / use of audits etc)?**

85.7% of respondents answered excellent  
14.3% of respondents answered good

This compares to the data from:  
2022/2023 26% excellent, 69.5% good and 4.5% requires some improvements  
2021/2022 of 63% excellent and 47% good.

**- How has your training been so far in preparing you to follow high standards of personal and professional conduct?**

85.7% of respondents answered excellent  
14.3% of respondents answered good

This compares to:  
47.8% answering excellent and 52.2% answering good in 2022/2023  
84% answering excellent and 16% answering good in 2021/2022

**- How has your training been so far in preparing you to integrate the theoretical elements (centre-based training) of your programme with your practical experiences (school-based training)?**

85.7% of respondents answered excellent  
14.3% of respondents answered good

This compares to:  
21.7% excellent and 78.3% good in 2022/2023  
59% excellent and 41% good in 2021/2022

**- How good has the guidance been in preparing you to stay up-to-date with educational research?**

71.4% of respondents answered very confident  
28.6% of respondents answered confident

This compares to:  
30.4% Very confident, 61% confident and 8.6% slightly confident in 2022/2023  
53% very confident and 47% confident in 2021/2022

**- How good has your training been in preparing you to take responsibility for pupil safeguarding?**

71.4% of respondents answered fully prepared  
28.6% of respondents answered somewhat prepared

This compares to:  
82.6% fully prepared and 17.4% somewhat prepared in 2022/2023  
72% fully prepared and 28% somewhat prepared in 2021/2022

**- How good has your training been in developing your understanding of your responsibilities for Prevent?**

57.1% of respondents answered excellent  
28.6% of respondents answered good  
14.3% of respondents answered requires some improvement (1 trainee)

This compares to:  
47.8% excellent and 52.2% good in 2022/2023  
63% excellent and 37% good in 2021/2022

**- How good has your training been in preparing you to promote British values such as democracy, liberty, mutual respect and tolerance?**

57.1% of respondents answered excellent  
42.9% of respondents answered good

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

This compares to:

69.6% answered confident, 30.1% answered somewhat confident in 2022/2023  
38% confident, 59% somewhat confident and 3% not confident in 2021/2022.

**- How good has your training been so far in addressing issues relating to your own wellbeing?**

57.1% of respondents answered Excellent  
42.9% of respondents answered Good

This compares to:

21.7% of respondents answering well supported, 69.6% answering somewhat supported and 8.7% answering not supported at all (2 trainees) in 2022/2023  
53% of respondents answering well supported and 47% answering somewhat supported in 2021/2022.

**- How has your training been so far in addressing issues relating to pupil wellbeing?**

57.1% of respondents answered Excellent  
42.9% of respondents answered Good

This compares to:

26% responding excellent and 74% responding good in 2022/2023  
47% responding excellent and 53% good in 2021/2022.

**- How supportive and effective is professional guidance given by your Personal Tutor?**

100% of respondents answered excellent

This compares to:

56.5% answered excellent, 39% answered good and 4.5% answered requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022.

**- How supportive and effective is pastoral support given by your Personal Tutor?**

100% of respondents answered excellent

This compared to:

47.8% respondents answered excellent, 26% answered good, 4.5% answered requires improvement and 21.7% responded that they had not required support in 2022/2023  
66% responding excellent, 28% good and 6% not requiring access in 2021/2022.

**- Please rate the quality of support from the SCITT Office**

100% of respondents answered excellent

This compares to:

39% excellent, 52% good, 4.5% requires some improvement and 4.5% stated that this was not relevant to them in 2022/2023  
50% excellent and 50% good in 2021/2022

**- Please rate the quality of teaching in lectures**

57.1% of respondents answered excellent  
42.9% of respondents answered good

This compared to

17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023  
53% excellent and 47% good in 2021/2022.

**- How well was training pitched for your level of skill and knowledge? (this is a new question for**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**2023/2024)**

100% of respondents answered 'pitched correctly'.

**- How good was your training in preparing you to understand behaviour and to maintain good behaviour in the classroom?**

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

30.4% excellent, 65.1% Good and 4.5% requires some improvement in 2022/2023

59% excellent, 38% good and 3% requires some improvement in 2021/2022.

**- How good was your training in preparing you to understand and apply pedagogy?**

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

21.7% excellent and 78.3% good in 2022/2023

56% excellent and 44% good in 2021/2022.

**- How good was your training in preparing you to teach pupils across a range of academic abilities?**

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

8.7% excellent, 78.2% good and 13.1%

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to teach pupils from all ethnic backgrounds?**

57.1% of respondents answered excellent

28.6% of respondents answered good

14.3% of respondents answered requires some improvement (1 trainee)

This compares:

17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023

47% excellent, 47% good and 6% requires some improvement in 2021/2022.

**- How good was your training in preparing you to teach and assess the progress of pupils with special educational needs or disabilities?**

57.1% of respondents answered excellent

42.9% of respondents answered good

This compares to:

17.3% excellent, 73.9% good and 8.8% requires some improvement in 2022/2023

41% excellent, 56% good and 3% requires some improvement in 2021/2022.

**- How helpful has the guidance given in lectures been to help you to learn how to plan effective lessons?**

57.1% of respondents answered excellent

42.9% of respondents answered good

This compares to:

13% excellent, 65.2% good and 21.8% requires some improvement in 2022/2023

38% excellent, 59% good and 3% requires some improvement in 2021/2022.

**- How good has your training been in preparing you to teach across the full range of subjects in the**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**curriculum?**

57.1% of respondents answered excellent  
42.9% of respondents answered good

This compares to:

13% excellent, 65.2% good, 17.3% requires some improvement and 4.5% responded that this had only been partly covered in 2022/2023  
56% excellent, 41% good and 3% requires some improvement in 2021/2022.

**- How good has your online training been so far in preparing you to teach phonics?**

42.9% of respondents answered excellent  
57.1% of respondents answered good

This compares to:

8.7% excellent, 69.5% good and 21.8% requires some improvement in 2022/2023  
50% excellent and 50% good in 2021/2022.

**- How good has your training been in preparing you to teach reading and comprehension?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

This compares to:

34.7% excellent, 60.8% good and 4.5% requires some improvement in 2022/2023  
63% excellent and 47% good in 2021/2022.

**- How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

This compares to:

17.4% excellent, 60.8% good and 21.8% requires some improvement in 2022/2023  
44% excellent and 56% good in 2021/2022.

**- How has your training been so far in preparing you to provide effective feedback to pupils?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

This compares to:

17.4% excellent, 69.6% good and 13% requires some improvement in 2022/2023  
28% excellent, 69% good and 3% requires some improvement in 2021/2022.

**- How good has your training been in preparing you to communicate with parents or carers?**

57.1% of respondents answered excellent  
42.9% of respondents answered good

This compares to:

13% excellent, 60.8% good and 26.2% requires some improvement in 2022/2023  
44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**- How good has your training been in preparing you to deploy support staff effectively?**

42.9% of respondents answered excellent

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

57.1% of respondents answered good

This compares to:

13% excellent, 56.5% good and 30.5% requires some improvement in 2022/2023  
44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to use your voice effectively?**

42.9% of respondents answered excellent

57.1% of respondents answered good

This compares to:

30.4% excellent, 56.6% good and 13% requires some improvement in 2022/2023  
75% excellent and 25% good in 2021/2022.

**- How would you rate the school environment in terms of being welcoming to trainees?**

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

47.8% excellent, 47.8% good and 4.4% requires some improvement in 2022/2023  
72% excellent, 22% good and 6% requires improvement during 2021/2022.

**- Placements: How would you rate the quality of information sharing about the pupils?**

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

34.8% excellent, 60.8% good and 4.4% requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022

**- Did you have sufficient opportunities to observe good and outstanding teaching?**

100% answered that their needs were met.

This compares to:

95.5% answering 'seen plenty' and 4.5% answering 'would have benefitted from seeing more' in 2022/2023

94% answering yes and 6% no in 2021/2022

**- Did you have sufficient opportunities to teach phonics?**

85.7% of respondents answered yes

14.3% of respondents answered no

100% answered yes in 2022/2023

100% answered yes in 2021/2022

**- Did you have sufficient opportunities to teach early mathematics?**

100% of respondents answered yes

This compares to:

95.5% yes and 4.5% no in 2022/2023

94% yes and 6% no in 2021/2022

**- How helpful was the lesson feedback you were given by your Senior General Mentor?**

85.7% of respondents answered excellent

14.3% of respondents answered good

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

This compares to:

73.9% excellent, 26.1% good in 2022/2023

60% excellent, 28% good and 12% requires improvement in 2021/2022.

**- How helpful was the lesson feedback you were given by your General Mentor?**

100% of respondents answered excellent

This compares to:

56.5% excellent, 39% good and 4.5% answered that this is the same person as the SGM in 2022/2023

69% excellent, 25% good and 6% where the senior and general mentor were the same person in 2021/2022.

**- Are you receiving enough mentoring time from your Senior General Mentor?**

100% of respondents answered yes

This compares to:

95.5% yes and 4.5% no in 2022/2023

78% yes and 22% no in 2021/2022.

**- Please rate the availability of planning time with your General Mentor.**

100% of respondents answered excellent

This compares to:

56.5% excellent, 30.4% good and 13.1% requires some improvement in 2022/2023

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**- Please rate the quality of support from other school staff.**

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

60.8% excellent, 34.7% good and 4.5% requires some improvement in 2022/2023

66% excellent and 34% good in 2021/2022

**- Please rate the quality of target setting.**

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

47.8% excellent and 52.2% good in 2022/2023

53% excellent, 44% good and 3% requires improvement in 2021/2022

**- Please rate the quality of support to manage behaviour.**

100% of respondents answered excellent

This compares to:

52.2% excellent, 43.5% good and 4.3% requires some improvement in 2022/2023

69% excellent and 21% good in 2021/2022

**- Please rate the quality of support to help you understand and apply pedagogy**

100% of respondents answered excellent

This compares to:

39.1% excellent and 60.9% good in 2022/2023

47% excellent and 53% good in 2021/2022.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**- Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.**

100% of respondents answered excellent

This compares to:

34.7% excellent, 34.7% good and 30.6% requires some improvement in 2022/2023

38% excellent, 56% good and 6% requires some improvement in 2021/2022

**- Please rate the quality support in school to make assessments to identify pupil progress.**

100% of respondents answered excellent

This compares to:

39.1% excellent, 56.5% good and 4.4% requires some improvement in 2022/2023

59% excellent and 41% good in 2021/2022

**- Please rate the quality support in school to provide you with guidance in relation to professional behaviours.**

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

47.8% excellent and 52.2% good in 2022/2023

51% excellent and 49% good in 2021/2022

**- Please rate the quality of professional discussions in terms of impact on your teaching.**

100% of respondents answered excellent

This compares to:

47.8% excellent and 52.2% good in 2022/2023

51% excellent and 49% good in 2021/2022

**- Please rate the quality of support for teaching children with SEND.**

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

39.1% excellent, 52.2% good and 8.7% requires some improvement in 2022/2023

41% excellent and 59% good in 2021/2022.

**- Please rate the quality of information and guidance relating to pupil premium.**

71.4% of respondents answered excellent

14.3% of respondents answered good

14.3% of respondents answered requires some improvement

This compares to:

34.8% excellent, 52.2% good and 13% requires some improvement in 2022/2023

38% excellent and 62% good for 2021/2022

The trainees were asked about anything that they thought were particular strengths or would improve the taught element of the programme, responses included:

- Overall was a very good experience and I'm very pleased with everything that was taught.
- How to adapt activities for a range of different pupil abilities
- If possible, having more face to face lectures as these are the lectures I believe I retained the most information.
- Look at and cover diversity more. Look into writing reports towards the end of the year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

- I think more could be done surrounding phonics ( in terms of actually how to teach it, not pronunciation etc) although I appreciate that it may be tricky due to the many different schemes

**Trainee Satisfaction Survey: Actions**

Of the 48 trainees that completed the course (23/24) only 7 filled in the Trainee Satisfaction Survey. In comparison to the previous year, all responses show an improvement. Except for the questions listed below, all other questions were answered with either an 'Excellent' or 'Good' response.

**How good has your training been in preparing you to take responsibility for pupil safeguarding?**

71.4% of respondents answered fully prepared  
28.6% of respondents answered somewhat prepared

**How good has your training been in developing your understanding of your responsibilities for Prevent?**

57.1% of respondents answered excellent  
28.6% of respondents answered good  
14.3% of respondents answered requires some improvement (1 trainee)

**How has your training been so far in preparing you to teach pupils from all ethnic backgrounds?**

57.1% of respondents answered excellent  
28.6% of respondents answered good  
14.3% of respondents answered requires some improvement (1 trainee)

**How good has your training been in preparing you to teach reading and comprehension?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

**How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

**How has your training been so far in preparing you to provide effective feedback to pupils?**

71.4% of respondents answered excellent  
14.3% of respondents answered good  
14.3% of respondents answered requires some improvement

**Actions**

- Safeguarding Training is updated for every new academic year. This year, we have included a Safeguarding top up. All partnership schools are required to deliver school specific training to each of their trainees on placement.
- All trainees complete a DfE training module on Prevent before the course begins. During Summer School, all trainees attend a half day Prevent Lecture. We are not able to record this lecture for absent trainees to catch up.
- The ITaP on Stretch and Challenge will now include some material around using assessment data to inform teaching.
- We are going to ensure that the survey is presented in one of the Summer Term lectures delivered by SLT  
- this will hopefully result in more participation.

**Employee Retention Rate**

There were no changes to staffing during the 2023/2024 year.

**Employee Absence Rate**

One member of the SLT team was absent due to illness for a period of 20 days.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**Marketing Data**

Of those that responded to the marketing question of how they found out about the courses, the responses were:

|                           | 2023-2024 | 2022-2023 | 2021-2022 |
|---------------------------|-----------|-----------|-----------|
| Website                   | 15%       | 13%       | 50%       |
| ARU                       | 14%       | 49%       | 25%       |
| Apply System              | 22%       | 13%       | 5%        |
| South Essex College       | 4%        | 1%        | 3%        |
| University of East Anglia | 0%        | 3%        | 0%        |
| Word of Mouth             | 37%       | 21%       | 17%       |
| Current School            | 6%        |           |           |
| Train to Teach Events     | 2%        |           |           |

**Financial Performance**

Recruitment into 2023/2024 was very low, with 50 trainees starting the course. A deficit budget was set at £102,982.30. The budget was underspent at the end of the year, with a final reduction in reserves of £99,109.25, leaving reserves of £395,884.79 available.

Recruitment into 2024/2025 was more positive with 81 trainees starting the course. A budget with an expected recovery of reserves of £11,550 was set and at the date of this report, March 2025, is on track. However, a further reduction in recruitment has been experienced for the 2025/2026 cycle, with 41 acceptances at the date of this report. This is comparable to the 2022-2023 recruitment cycle in which 68 trainees were recruited to the course. In light of this, a decision has been made to operate from one base for the 2025/2026 year to reduce costs of rent and lectures in order to avoid further staff losses. It is expected that with 68 trainees there will be a balancing budget.

Performance against the budget is reviewed on a monthly basis and shared with Trustees and Finance, Pay, Resources and Audit committee members. This is discussed in further detail at the meetings of each board and committee three times per year.

**c. Review of activities**

During the 2023-2024 academic year, Essex & Thames Education trained 50 trainees for the award of QTS, most trainees also undertook the option of the PGCE. Of these, 48 were awarded QTS, and one continues into 2024/2025 on the part time route. The course is structured so that each trainee spends at least 120 days in school practice within two partnership schools and around 70 days in lectures. Support was provided by a Personal Tutor team, school mentors and members of the Senior Leadership Team. A return to face to face lectures was made for around half of all lectures. The challenges faced by trainees in the year were around negative national press focused on teaching in general and the cost of living crisis. Trainees that had recently graduated faced further challenges of transitioning from remote learning at university to face to face learning in base and in schools as everyone adapted to a return to a more normal way of life. The Senior Leadership Team worked with partnership Mentors and Senior Leadership to assist with delivery of the course and to offer support to schools and trainees in another challenging time.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**d. Factors relevant to achieve objectives**

Essex & Thames Education now aims to train 75 trainees each year, this was reduced from 100 in 2021/2022 as the secondary phase of training is no longer offered. Recruitment can be affected by outside influences, such as decisions by DfE to award or remove funding to routes into teaching. In years where funding is reduced, trainee numbers also decline before recovering. Primary routes, in particular, do not attract any DfE funding such as bursaries or funding for salaried places; this has an impact on recruitment. It is also known that during periods of recession trainee numbers will fall before recovering in the following years. Nationally, the number of trainees into the 2022/2023, 2023/2024 and 2024/2025 years were down on the previous years. Despite this, Essex & Thames saw a recovery for the 2024/2025 year with 81 trainees recruited, comparable to pre-covid levels. However, recruitment into 2025/2026 has declined and it is expected that between 64-68 trainees will be recruited, under the target set of 75 trainees per year.

**e. Fundraising activities and income generation**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**f. Investment policy and performance**

The Board of Trustees may invest to further the SCITT's charitable aims, but must ensure investment risk is properly managed. When considering an investment the board must:

- Act within its powers to invest as described in its articles;
- Exercise care and skill in investment decisions, taking advice as appropriate from a professional adviser;
- Ensure exposure to investment producers is tightly controlled so security of funds takes precedence over revenue maximisation;
- Ensure investment decisions are in the SCITT's best interests;
- Review the SCITT's investments and investment policy regularly.

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees.

Whilst the Board of Trustees has responsibility for the SCITT's finances, the Scheme of Delegation approved by them delegates responsibility to the Finance Committee:

- To monitor the Investments Policy to make recommendations with regard to managing, controlling and tracking financial exposure, and ensuring value for money; to review the SCITTs investments and investment policy on a regular basis
- The CFO is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

The investment objectives of Essex & Thames Education are:

- to achieve the best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

**Spending and liquidity policy**

- Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Finance Officer and Resources.
- The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.
- A sufficient balance must be held in the current account so that the SCITT's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.
- Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the SCITT.

No investments have been made during the period and there are no plans to make any investments in the immediate future. The CFO has reviewed the 3 year plan and the changes brought by the Market Reform will impact significantly on the cash flow of the organisation as funding will be received in arrear

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Achievements and performance (continued)**

**g. Duty to promote the success of the Company to achieve its charitable purposes**

Essex & Thames Education has a good reputation locally for delivery of teacher training programmes. It has excellent relationships with partnership schools. Performance data is published on the DfE website and allows applicants to make informed decisions about the course to which they wish to apply. Essex & Thames Education's website promotes the success of the organisation to attract applicants to the courses and the team are positive about the impact that the charity has. This maximises the chances of the organisation achieving a target of 75 trainees per year.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**b. Reserves policy**

The reserves held by Essex & Thames Education were acquired when the transfer of the accreditation was made from Runwell Community Primary School, operating as Essex and Thames SCITT, to the charity. In the academic years 2021-2022, 2022-2023 and 2023-2024 it has been necessary to spend into reserves due to the ITT Market Reform and work this has created in making the bid during 2021-2022, work on changes required to the curriculum and mentoring during 2022-2024 and low recruitment to the courses in 2022-2023 and 2023-2024. The Market Reform was released only one year prior and it is policy changes such as these that make it vital to the future of the Charity that reserves are held, as well as unforeseen circumstances such as the Covid-19 pandemic and the current economic climate. In addition, 50% of fees are received from Student Finance England in the final months of the course, which requires a healthy level of cash flow to ensure operations can take place. The cash flow forecasts for the next 3 years have been calculated and show a maximum negative cash flow of around £118,000. A decision to hold at least £140,000 in reserves has been made.

**Recruitment**

The Covid-19 pandemic saw a reduction in the number of applications to teacher training, this is a National trend. This trend continued, further hampered by the current financial climate, with many unable to commit to training at this time, and negative press around teaching as a career. The 2022-2023 and 2023-2024 recruitment cycles showed a reduction of around a third of successful candidates to the course and this has led to expected budget deficits in both years. Recruitment into 2024/2025 improved with 81 trainees starting the course. However, recruitment into 2025/2026 has declined with an expected cohort of between 64-68 trainees.

**Income**

The usual expectation of recruitment to the course is around 75 trainees per year, just 50 trainees started the course for 2023-2024. This led to a reduction of income and the setting of a deficit budget, using reserves of £99,109.25 to enable the running of the course.

**Expenditure**

The board of Trustees undertake a thorough review of the proposed budgets each year. A redundancy was made at the end of the 2022-2023 year due to low recruitment for a second year in succession. Two self employed members of staff from the secondary phase did not have their contracts renewed and the one member of the Senior Leadership team that resigned was not replaced. Other cost savings were made where appropriate, however, this could not be at detriment to the course or trainee experience, therefore spending into reserves was approved for the 2023-2024 year. Recruitment for the 2024-2025 year was improved with 81 trainees starting the course, allowing £11,550 to be budgeted to return to reserves.

**Rational for Level of Reserves**

There a number of factors and risks that determine the level of reserves to be held by the charity, these include:

- Economic climate and detrimental effect to recruitment to ITT
- The effects of the Covid-19 pandemic
- The realisation of fees through the Student Finance England payment schedules, being that 50% of the fees due are realised in the final months of the course, with expenditure at it greatest at the start of the course
- Changing DfE policy around ITT
- The risk of senior leadership absence and the requirement to cover the role - although absence insurance is held, this will not cover the entire costs should this situation arise

The Board of Trustees uses information supplied by the CEO and CFO to decide on the level of reserves to be held as a sum of designated funds for the next 3 years. Any reserves that are in excess of the designated reserves amount can be considered for investment purposes, guided by the investment policy.

The current economic climate, the after effects of Covid-19 and the current changes under the ITT Market reform show that it is not excessive for the current level of reserves to be held and it is vital to the going concern of the charity that these are maintained as far as possible.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Review and Monitoring**

In the current climate, the policy will be reviewed regularly and updated accordingly. Matters relating to the financial performance of the charity are presented to the Board of Trustees and the Finance, Audit and Pay committee monthly; this assures that action can be taken swiftly if necessary. The Board of Trustees are being updated regularly by the CEO and Senior Leadership team regarding work around the ITT Market Review.

The draft budget for 2025/2026 is in progress. As recruitment has reduced, the target of 75 trainees is unlikely with the decision to operate from one base to preserve current staffing levels. Payments to schools continue to be held until recruitment stabilises and reaches 80 trainees per year.

The funds carried forward as at 31st August 2024 total £395,955 of which all is unrestricted.

**c. Principal risks and uncertainties**

Essex and Thames Education will seek to identify risks and take action to reduce the probability of them materialising and/or to limit their impact. All organisations are at risk of suffering loss or damage to their personnel, property, reputation and ability to deliver services through the occurrence of unforeseen events. While the timing of such events is unpredictable, it is usually feasible to identify the possibility and probability of them occurring.

The Board of Trustees has appointed a Risk Committee to oversee the risk management process; as this role gives a more global view of the activities of Essex and Thames Education. The committee meets on a termly basis to discuss Risk and to make recommendations to the Board of Trustees who hold ultimate responsibility for Risk for Essex and Thames Education.

The strategic objectives of Essex and Thames Education (as stated in the SIP), and the current risk register will be circulated to The Board of Trustees, submitting what they consider to be risks to the achievement of the strategic and operational objectives of Essex and Thames Education.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**d. Financial risk management objectives and policies**

The objectives of the risk meeting are as follows:

- To discuss and agree that all involved are satisfied with the Chairperson's list of risks;
- determine the appropriate response to each risk;
- assess existing controls and determine appropriate action;
- allocate responsibility for action; and
- agree on future reporting and review procedures.

The Risk Committee shall use the current risk register as the model format to classify the risks according to potential likelihood and impact, and decide whether to treat, terminate or tolerate each risk, according to impact and likelihood of each risk identified.

Value for money shall be considered in formulating an appropriate response to each risk, to avoid the over control of minor risks and the under-control of major ones.

It is likely that the assessment of controls will produce a list of actions required to produce an acceptable internal control system. Clear responsibilities should be allocated to these actions along with a deadline for the action to be completed and a scheduled date for review.

A final version of the risk register may be circulated to all relevant members of the organisation who shall be asked to confirm the accuracy of the register.

A copy shall be placed on the secure area of Essex and Thames Education Google Docs account so that all staff and Trustees are aware of the risks and the strategies in place to deal with them.

**e. Principal funding**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**Structure, governance and management**

**a. Constitution**

Essex & Thames Education is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Trustees are recommended by members of staff and partnership schools. At Trustee board meetings, any gaps in Trustee skill areas and ways of recruiting individuals with the necessary skills are discussed.

Once an individual has been identified, a recommendation is made to the Board of Trustees for a decision to appoint to be made by way of a vote.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

**c. Organisational structure and decision-making policies**

The Board of Trustees has overall responsibility for the organisation with responsibilities delegated to boards and committees as shown in the chart below. The Board of Trustees meets four times a year.

Decisions for the day to day operations of the organisation are delegated by the Board of Trustees to the CEO ensuring that these remain within the scheme of delegation. Any decisions to be made that are outside the scope of the CEO according to the scheme of delegation are referred to the relevant Board or Committee for discussion before being presented to the Board of Trustees for approval.

The Trustees are responsible for the governance and supervision of the SCITT and its committees. The Trustees have a number of duties and responsibilities relating to the governance of the SCITT and its finances. In summary, The Trustees are responsible for:

- Establishing the vision, mission and values for the SCITT;
- Continuing to enhance the SCITT through meeting its objectives as expressed in its vision;
- Continuing to enhance the SCITT in accordance with the objects of the charity as set out in the Articles of Association and safeguarding the assets of the charity;
- Designing strategy and structure for the operation of the SCITT;
- The delegation of the running of the SCITT;
- Ensuring sound management and administration of the SCITT;
- Financial controls and the financial management of the SCITT in accordance with the provisions of the SCITT finance regulations, which sets out in detail provisions for the financial management of the SCITT;
- Setting standards of conduct and values, monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon;
- Risk management, that is identifying, quantifying and devising systems to minimise the major risks affecting the SCITT; and
- Ensuring the activities of the SCITT are conducted in compliance with the general law.
- The Trustees must prepare for each financial year accounts as required by the Companies Acts. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- The Trustees must keep accounting records as required by the Companies Act.
- Comply with the requirements of the Charities Act 2011

The scheme of delegation sets out the decisions that can be made by the key staff, committees and Board of Trustees. The main responsibilities of the Board of Trustees is to:

- Committee membership - approve the removal and appointment of members
- Set the role description for the Chair and specific members
- Approve the appointment or removal of member schools
- The approval of the appointment and termination of employment of SCITT staff and the CEO
- Approval of the Terms of Reference for all committees and boards
- Approval of the Governance Structure
- Approval of succession plans
- Approval of the Risk register and contingency plans
- Approval of the SCITT policies
- Approval of the SCITT vision and strategy
- Approval and oversight of the budget
- Approval of the staff structure
- Approval of the progress on key priorities
- Approval of the responses to inspections and compliance visits
- Approval of the scheme of delegation

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

- Approval of the Audit report
- Approval of rates of pay for all staff

A chart showing the SCITT structure can be found by clicking [here](#).

**d. Policies adopted for the induction and training of Trustees**

Trustees are provided with a handbook and are supported by experienced Trustees on the board and have support from the CEO, SCITT Manager and CFO.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

**e. Pay policy for key management personnel**

**Setting of Executive Pay**

The board of trustees must ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration.

The board must discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

- Process - that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented;
- Independence - decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided;
- Robust decision making - factors in determining pay and benefits are clear, including whether training outcomes and financial performance considerations, and the degree of challenge in the role, have been taken into account;
- Proportionality - pay and benefits represent good value for money and are defensible relative to the public sector market;
- Commercial interests - ensuring the board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the SCITT to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Academies Accounts Direction;
- Documentation - the rationale behind the decision making process, including whether the level of pay and benefits reflects value for money, is recorded and retained;
- A basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term;
- Understanding that inappropriate pay and benefits can be challenged by DfE, particularly in instances of poor financial management of the SCITT.

**Publication of executive pay**

The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10K bandings, as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the SCITT's own pension costs. The trust is not required under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish information on the website and on the governments reporting website about the gender pay gap as it has less than 250 employees.

**Tax arrangements for senior employees**

The trust must ensure its senior employees payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's Review of the Tax Arrangements of Public Sector Appointees which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to PAYE with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a fine by HM Treasury.

**f. Related party relationships**

A register of business interests is kept and is regularly updated and presented to the board of trustees four times a year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

**g. Financial risk management**

The Trustees have assessed the major risks to which the Company is exposed, in particular those related to the operations and finances of the Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**Plans for future periods**

**2025-28**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Continue to embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Develop and promote the Apprenticeship Route into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

**Members' liability**

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' 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 . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

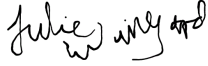
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject 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 Company will continue in business.

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

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Approved by order of the members of the board of Trustees on 14 April 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Julie Winyard', with a stylized flourish at the end.

**Julie Winyard**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Independent examiner's report to the Trustees of Essex & Thames Education ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

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

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: *Jonathan Gorridge*  
Jonathan Gorridge FCA

Dated: 14 April 2025  
ICAEW

**MWS**  
Chartered Accountants  
4 Chester Court  
Chester Hall Lane  
Basildon  
Essex  
SS14 3BL

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

|                                    | Note | Unrestricted<br>funds<br>2024<br>£ | Total<br>funds<br>2024<br>£ | Total<br>funds<br>2023<br>£ |
|------------------------------------|------|------------------------------------|-----------------------------|-----------------------------|
| <b>Income from:</b>                |      |                                    |                             |                             |
| Donations and legacies             | 3    | -                                  | -                           | 25,000                      |
| Charitable activities              | 4    | 506,145                            | 506,145                     | 648,909                     |
| Investments                        | 5    | 156                                | 156                         | 32                          |
| <b>Total income</b>                |      | 506,301                            | 506,301                     | 673,941                     |
| <b>Expenditure on:</b>             |      |                                    |                             |                             |
| Charitable activities              | 6    | 602,714                            | 602,714                     | 744,948                     |
| <b>Total expenditure</b>           |      | 602,714                            | 602,714                     | 744,948                     |
| <b>Net movement in funds</b>       |      | (96,413)                           | (96,413)                    | (71,007)                    |
| <b>Reconciliation of funds:</b>    |      |                                    |                             |                             |
| Total funds brought forward        |      | 492,368                            | 492,368                     | 563,375                     |
| Net movement in funds              |      | (96,413)                           | (96,413)                    | (71,007)                    |
| <b>Total funds carried forward</b> |      | 395,955                            | 395,955                     | 492,368                     |

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

The notes on pages 31 to 45 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

|                                                | Note | 2024<br>£             | 2023<br>£             |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>Fixed assets</b>                            |      |                       |                       |
| Tangible assets                                | 11   | 5,789                 | 7,566                 |
|                                                |      | <u>5,789</u>          | <u>7,566</u>          |
| <b>Current assets</b>                          |      |                       |                       |
| Debtors                                        | 12   | 36,708                | 46,006                |
| Cash at bank and in hand                       |      | 369,181               | 489,360               |
|                                                |      | <u>405,889</u>        | <u>535,366</u>        |
| Creditors: amounts falling due within one year | 13   | (15,723)              | (50,564)              |
| <b>Net current assets</b>                      |      | <u>390,166</u>        | <u>484,802</u>        |
| <b>Total assets less current liabilities</b>   |      | <u>395,955</u>        | <u>492,368</u>        |
| <b>Net assets excluding pension asset</b>      |      | <u>395,955</u>        | <u>492,368</u>        |
| <b>Total net assets</b>                        |      | <u><u>395,955</u></u> | <u><u>492,368</u></u> |
| <b>Charity funds</b>                           |      |                       |                       |
| Restricted funds                               | 14   | -                     | -                     |
| Unrestricted funds                             | 14   | 395,955               | 492,368               |
| <b>Total funds</b>                             |      | <u><u>395,955</u></u> | <u><u>492,368</u></u> |

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 14 April 2025 and signed on their behalf by:



**Julie Winyard**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

The notes on pages 31 to 45 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

|                                                         | <b>2024</b><br><b>£</b> | <b>2023</b><br><b>£</b> |
|---------------------------------------------------------|-------------------------|-------------------------|
| <b>Cash flows from operating activities</b>             |                         |                         |
| Net cash used in operating activities                   | <b>(119,081)</b>        | <b>(155,961)</b>        |
| <b>Cash flows from investing activities</b>             |                         |                         |
| Purchase of tangible fixed assets                       | <b>(1,099)</b>          | <b>(1,259)</b>          |
| <b>Net cash used in investing activities</b>            | <b>(1,099)</b>          | <b>(1,259)</b>          |
| <b>Cash flows from financing activities</b>             |                         |                         |
| <b>Net cash provided by financing activities</b>        | <b>-</b>                | <b>-</b>                |
| <b>Change in cash and cash equivalents in the year</b>  | <b>(120,180)</b>        | <b>(157,220)</b>        |
| Cash and cash equivalents at the beginning of the year  | <b>489,360</b>          | <b>646,580</b>          |
| <b>Cash and cash equivalents at the end of the year</b> | <b>369,180</b>          | <b>489,360</b>          |

The notes on pages 31 to 45 form part of these financial statements

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**1. General information**

Essex & Thames Education is a company limited by guarantee and incorporated in England. It is also a registered charity, Number 1196330

Its registered address is Kingsridge House, 601 London Road, Westcliff-On-Sea, Essex, SS0 9PE  
Its principle place of business is Powers Hall Academy, Spa Road, Witham, Essex, CM8 1NA

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Essex & Thames Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Accounting policies (continued)**

**2.2 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Accounting policies (continued)**

**2.4 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

|                  |   |                      |
|------------------|---|----------------------|
| Office equipment | - | 20% Reducing balance |
|------------------|---|----------------------|

**2.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.8 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Accounting policies (continued)**

**2.10 Financial instruments**

The Company only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.11 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**2.13 Redundancy payments**

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately when the charity has a detailed formal plan in place which has either: been announced to those affected, or the charity has initiated implementation of that plan.

**3. Income from donations and legacies**

|                   | <b>Restricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <i>Total<br/>funds<br/>2023<br/>£</i> |
|-------------------|--------------------------------------------|---------------------------------------|---------------------------------------|
| Government grants | -                                          | -                                     | 25,000                                |
|                   |                                            |                                       |                                       |
| <i>Total 2023</i> | 25,000                                     | 25,000                                |                                       |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**4. Income from charitable activities**

|                   | <b>Unrestricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <i>Total<br/>funds<br/>2023<br/>£</i> |
|-------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Education         | 506,145                                      | <b>506,145</b>                        | 648,909                               |
|                   | <u>506,145</u>                               | <u>506,145</u>                        | <u>648,909</u>                        |
| <i>Total 2023</i> | <u>648,909</u>                               | <u>648,909</u>                        |                                       |

**5. Investment income**

|                                | <b>Unrestricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <i>Total<br/>funds<br/>2023<br/>£</i> |
|--------------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Investment income - local cash | 156                                          | <b>156</b>                            | 32                                    |
|                                | <u>156</u>                                   | <u>156</u>                            | <u>32</u>                             |
| <i>Total 2023</i>              | <u>32</u>                                    | <u>32</u>                             |                                       |

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

|                   | <b>Unrestricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>2024<br/>£</b> | <i>Total<br/>2023<br/>£</i> |
|-------------------|----------------------------------------------|-----------------------------|-----------------------------|
| Direct costs      | 602,714                                      | <b>602,714</b>              | 744,948                     |
|                   | <u>602,714</u>                               | <u>602,714</u>              | <u>744,948</u>              |
| <i>Total 2023</i> | <u>744,948</u>                               | <u>744,948</u>              |                             |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**6. Analysis of expenditure on charitable activities (continued)**

**Summary by expenditure type**

|                   | <b>Staff costs<br/>2024<br/>£</b> | <b>Depreciation<br/>2024<br/>£</b> | <b>Other costs<br/>2024<br/>£</b> | <b>Total<br/>2024<br/>£</b> | <b>Total<br/>2023<br/>£</b> |
|-------------------|-----------------------------------|------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Direct costs      | 368,873                           | 1,832                              | 232,009                           | <b>602,714</b>              | 744,948                     |
| <i>Total 2023</i> | <u>393,408</u>                    | <u>1,891</u>                       | <u>349,649</u>                    | <u>744,948</u>              |                             |

**7. Analysis of expenditure by activities**

|                   | <b>Activities<br/>undertaken<br/>directly<br/>2024<br/>£</b> | <b>Support<br/>costs<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> |
|-------------------|--------------------------------------------------------------|-----------------------------------------|---------------------------------------|---------------------------------------|
| Education         | 537,770                                                      | 64,944                                  | <b>602,714</b>                        | 744,948                               |
| <i>Total 2023</i> | <u>662,972</u>                                               | <u>81,976</u>                           | <u>744,948</u>                        |                                       |

**Analysis of direct costs**

|                    | <b>Activities<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> |
|--------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Staff costs        | 368,873                          | <b>368,873</b>                        | 393,408                               |
| Lecturers          | 35,958                           | <b>35,958</b>                         | 53,080                                |
| SBM                | -                                | -                                     | 46,290                                |
| Personal Tutors    | 48,685                           | <b>48,685</b>                         | 70,295                                |
| Assessment         | 55,800                           | <b>55,800</b>                         | 73,200                                |
| Other direct costs | 28,454                           | <b>28,454</b>                         | 26,699                                |
|                    | <u>537,770</u>                   | <u><b>537,770</b></u>                 | <u>662,972</u>                        |
| <i>Total 2023</i>  | <u>662,972</u>                   | <u>662,972</u>                        |                                       |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

|                         | <b>Activities<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <i>Total<br/>funds<br/>2023<br/>£</i> |
|-------------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Depreciation            | 1,832                            | <b>1,832</b>                          | 1,891                                 |
| Other support costs     | 22,068                           | <b>22,068</b>                         | 29,084                                |
| Resources               | 8,344                            | <b>8,344</b>                          | 14,364                                |
| Audit costs             | 5,400                            | <b>5,400</b>                          | 4,860                                 |
| Loss on disposal        | 1,044                            | <b>1,044</b>                          | 370                                   |
| Utilities               | 2,403                            | <b>2,403</b>                          | 2,230                                 |
| Insurance               | 4,963                            | <b>4,963</b>                          | 5,092                                 |
| Rent                    | 17,990                           | <b>17,990</b>                         | 23,185                                |
| Internal control review | 900                              | <b>900</b>                            | 900                                   |
|                         | <u>64,944</u>                    | <u><b>64,944</b></u>                  | <u>81,976</u>                         |
| <i>Total 2023</i>       | <u>81,976</u>                    | <u>81,976</u>                         |                                       |

**8. Independent examiner's remuneration**

|                                                                                                                     | <b>2024<br/>£</b> | <i>2023<br/>£</i> |
|---------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|
| Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts | <b>4,752</b>      | 4,320             |
| Fees payable to the Company's independent examiner in respect of:<br>All assurance services not included above      | <u><b>648</b></u> | <u>540</u>        |

**9. Staff costs**

|                                                      | <b>2024<br/>£</b>     | <i>2023<br/>£</i> |
|------------------------------------------------------|-----------------------|-------------------|
| Wages and salaries                                   | <b>302,158</b>        | 337,020           |
| Social security costs                                | <b>26,829</b>         | 19,530            |
| Contribution to defined contribution pension schemes | <b>39,886</b>         | 36,858            |
|                                                      | <u><b>368,873</b></u> | <u>393,408</u>    |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**9. Staff costs (continued)**

The average number of persons employed by the Company during the year was as follows:

|             | <b>2024</b> | <b>2023</b> |
|-------------|-------------|-------------|
|             | <b>No.</b>  | <b>No.</b>  |
| Management  | <b>3</b>    | <b>3</b>    |
| Admin staff | <b>3</b>    | <b>3</b>    |
|             | <hr/>       | <hr/>       |
|             | <b>6</b>    | <b>6</b>    |
|             | <hr/>       | <hr/>       |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                               | <b>2024</b> | <b>2023</b> |
|-------------------------------|-------------|-------------|
|                               | <b>No.</b>  | <b>No.</b>  |
| In the band £80,001 - £90,000 | <b>1</b>    | <b>1</b>    |

Remuneration paid to key management personnel during the year amounted to £224,710 (2023: £215,916) including £193,564 (2023: £185,746) of gross pay and £31,146 (2023: £30,170) of employers pension contributions.

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 -

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**11. Tangible fixed assets**

|                          | Office<br>equipment<br>£ |
|--------------------------|--------------------------|
| <b>Cost or valuation</b> |                          |
| At 1 September 2023      | 16,357                   |
| Additions                | 1,099                    |
| Disposals                | (4,177)                  |
|                          | <hr/>                    |
| At 31 August 2024        | 13,279                   |
|                          | <hr/>                    |
| <b>Depreciation</b>      |                          |
| At 1 September 2023      | 8,790                    |
| Charge for the year      | 1,447                    |
| On disposals             | (2,748)                  |
|                          | <hr/>                    |
| At 31 August 2024        | 7,489                    |
|                          | <hr/>                    |
| <b>Net book value</b>    |                          |
| At 31 August 2024        | 5,790                    |
|                          | <hr/> <hr/>              |
| <i>At 31 August 2023</i> | 7,566                    |
|                          | <hr/> <hr/>              |

**12. Debtors**

|                                | 2024<br>£   | 2023<br>£   |
|--------------------------------|-------------|-------------|
| <b>Due within one year</b>     |             |             |
| Trade debtors                  | 6,499       | 33,881      |
| Prepayments and accrued income | 30,209      | 12,125      |
|                                | <hr/>       | <hr/>       |
|                                | 36,708      | 46,006      |
|                                | <hr/> <hr/> | <hr/> <hr/> |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**13. Creditors: Amounts falling due within one year**

|                                        | <b>2024</b>     | <b>2023</b> |
|----------------------------------------|-----------------|-------------|
|                                        | <b>£</b>        | <b>£</b>    |
| Trade creditors                        | <b>2,460</b>    | 1,336       |
| Other taxation and social security     | -               | 2,597       |
| Other creditors                        | -               | 3,024       |
| Accruals and deferred income           | <b>13,263</b>   | 43,607      |
|                                        | <b>15,723</b>   | 50,564      |
|                                        | <b>2024</b>     | <b>2023</b> |
|                                        | <b>£</b>        | <b>£</b>    |
| Deferred income at 1 September 2023    | <b>18,040</b>   | 14,100      |
| Resources deferred during the year     | <b>7,242</b>    | 18,040      |
| Amounts released from previous periods | <b>(18,040)</b> | (14,100)    |
|                                        | <b>7,242</b>    | 18,040      |

Amounts deferred are deposits received for student placements for the 2024/2025 education year.

ESSEX & THAMES EDUCATION  
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

14. Statement of funds

Statement of funds - current year

|                           | Balance at 1<br>September<br>2023<br>£ | Income<br>£ | Expenditure<br>£ | Balance at<br>31 August<br>2024<br>£ |
|---------------------------|----------------------------------------|-------------|------------------|--------------------------------------|
| <b>Unrestricted funds</b> |                                        |             |                  |                                      |
| General Funds             | 492,368                                | 506,301     | (602,714)        | 395,955                              |

The specific purpose for which the funds are to be applied are as follows:

*Restricted funds*

These all relate to restricted government grants the application of which is limited to the conditions imposed by the respective funding agreements.

Transfers include qualifying expenditure related to restricted grant income

*Unrestricted funds*

Unrestricted general funds can be used to fulfil any of the charitable objects

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

|                           | <i>Balance at<br/>1 September<br/>2022<br/>£</i> | <i>Income<br/>£</i> | <i>Expenditure<br/>£</i> | <i>Transfers<br/>in/out<br/>£</i> | <i>Balance at<br/>31 August<br/>2023<br/>£</i> |
|---------------------------|--------------------------------------------------|---------------------|--------------------------|-----------------------------------|------------------------------------------------|
| <b>Unrestricted funds</b> |                                                  |                     |                          |                                   |                                                |
| General Funds             | 563,374                                          | 648,942             | (744,948)                | 25,000                            | 492,368                                        |
|                           | <hr/>                                            | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                                          |
| <b>Restricted funds</b>   |                                                  |                     |                          |                                   |                                                |
| Restricted Fund           | -                                                | 25,000              | -                        | (25,000)                          | -                                              |
|                           | <hr/>                                            | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                                          |
| <b>Total of funds</b>     | 563,374                                          | 673,942             | (744,948)                | -                                 | 492,368                                        |
|                           | <hr/> <hr/>                                      | <hr/> <hr/>         | <hr/> <hr/>              | <hr/> <hr/>                       | <hr/> <hr/>                                    |

**Transfers between funds**

£25,000 was transferred from unrestricted funds into restricted funds in relation to expenditure relating to Market ITT reform grant.

**15. Summary of funds**

**Summary of funds - current year**

|               | <b>Balance at 1<br/>September<br/>2023<br/>£</b> | <b>Income<br/>£</b> | <b>Expenditure<br/>£</b> | <b>Balance at<br/>31 August<br/>2024<br/>£</b> |
|---------------|--------------------------------------------------|---------------------|--------------------------|------------------------------------------------|
| General funds | 492,368                                          | 506,301             | (602,714)                | 395,955                                        |
|               | <hr/> <hr/>                                      | <hr/> <hr/>         | <hr/> <hr/>              | <hr/> <hr/>                                    |

**Summary of funds - prior year**

|                  | <i>Balance at<br/>1 September<br/>2022<br/>£</i> | <i>Income<br/>£</i> | <i>Expenditure<br/>£</i> | <i>Transfers<br/>in/out<br/>£</i> | <i>Balance at<br/>31 August<br/>2023<br/>£</i> |
|------------------|--------------------------------------------------|---------------------|--------------------------|-----------------------------------|------------------------------------------------|
| General funds    | 563,374                                          | 648,942             | (744,948)                | 25,000                            | 492,368                                        |
| Restricted funds | -                                                | 25,000              | -                        | (25,000)                          | -                                              |
|                  | <hr/>                                            | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                                          |
|                  | 563,374                                          | 673,942             | (744,948)                | -                                 | 492,368                                        |
|                  | <hr/> <hr/>                                      | <hr/> <hr/>         | <hr/> <hr/>              | <hr/> <hr/>                       | <hr/> <hr/>                                    |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

|                               | <b>Unrestricted<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 5,789                                        | <b>5,789</b>                          |
| Current assets                | 405,889                                      | <b>405,889</b>                        |
| Creditors due within one year | (15,723)                                     | <b>(15,723)</b>                       |
| <b>Total</b>                  | <b>395,955</b>                               | <b>395,955</b>                        |

**Analysis of net assets between funds - prior period**

|                               | <i>Unrestricted<br/>funds<br/>2023<br/>£</i> | <i>Total<br/>funds<br/>2023<br/>£</i> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 7,566                                        | 7,566                                 |
| Current assets                | 535,367                                      | 535,367                               |
| Creditors due within one year | (50,564)                                     | (50,564)                              |
| <b>Total</b>                  | <b>492,369</b>                               | <b>492,369</b>                        |

**17. Reconciliation of net movement in funds to net cash flow from operating activities**

|                                                                           | <b>2024<br/>£</b> | <b>2023<br/>£</b> |
|---------------------------------------------------------------------------|-------------------|-------------------|
| Net expenditure for the period (as per Statement of Financial Activities) | <b>(96,413)</b>   | <b>(71,007)</b>   |
| <b>Adjustments for:</b>                                                   |                   |                   |
| Depreciation charges                                                      | <b>1,832</b>      | 1,891             |
| Loss on the sale of fixed assets                                          | <b>1,044</b>      | 370               |
| Decrease in debtors                                                       | <b>9,298</b>      | 64,078            |
| Decrease in creditors                                                     | <b>(34,842)</b>   | (151,293)         |
| <b>Net cash used in operating activities</b>                              | <b>(119,081)</b>  | <b>(155,961)</b>  |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**18. Analysis of cash and cash equivalents**

|                                        | 2024<br>£      | 2023<br>£      |
|----------------------------------------|----------------|----------------|
| Cash in hand                           | 361,180        | 481,360        |
| Notice deposits (less than 3 months)   | 8,000          | 8,000          |
| <b>Total cash and cash equivalents</b> | <b>369,180</b> | <b>489,360</b> |

**19. Analysis of changes in net debt**

|                          | At 1<br>September<br>2023<br>£ | Cash flows<br>£  | At 31<br>August 2024<br>£ |
|--------------------------|--------------------------------|------------------|---------------------------|
| Cash at bank and in hand | 489,361                        | (120,180)        | 369,181                   |
|                          | <b>489,361</b>                 | <b>(120,180)</b> | <b>369,181</b>            |

**20. Pension commitments**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £39,885 (2023: £36,858). £nil (2023: £nil) were payable to the fund at the balance sheet date and are included in creditors.

**21. Operating lease commitments**

At 31 August 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                       | 2024<br>£ | 2023<br>£ |
|-----------------------|-----------|-----------|
| Not later than 1 year | 12,000    | 12,000    |

The following lease payments have been recognised as an expense in the Statement of financial activities:

|                                                                          | 2024<br>£ | 2023<br>£ |
|--------------------------------------------------------------------------|-----------|-----------|
| Operating lease rentals                                                  | 12,000    | 12,000    |
| Changes in lease payments arising from COVID-19 related rent concessions | -         | -         |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**22. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

**23. Related party transactions**

The company has entered into the following related party transactions during the year, the transaction occurred with Monica Black who is a trustee and were carried out at arms length.

Monica Black Life Coach £nil (2023: £4,061)

There were no amounts outstanding at the year end

---

# Accounts

---

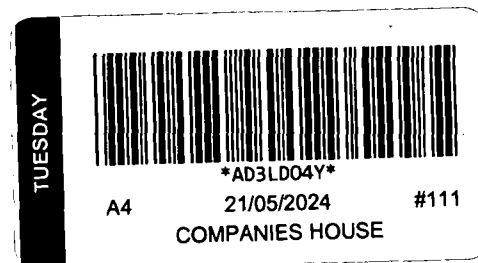
Registered number: 13442286  
Charity number: 1196330

**REGISTRARS COPY**

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**



**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**CONTENTS**

|                                                                                       | Page    |
|---------------------------------------------------------------------------------------|---------|
| <b>Reference and administrative details of the Company, its Trustees and advisers</b> | 1       |
| <b>Trustees' report</b>                                                               | 2 - 26  |
| <b>Independent examiner's report</b>                                                  | 27      |
| <b>Statement of financial activities</b>                                              | 28      |
| <b>Balance sheet</b>                                                                  | 29 - 30 |
| <b>Statement of cash flows</b>                                                        | 31      |
| <b>Notes to the financial statements</b>                                              | 32 - 46 |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2023**

|                                  |                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | Julie Winyard, Chair<br>Fiona Willett, Trustee (appointed 17 October 2022)<br>Mark Beyer-Woodgate, Trustee<br>Monica Black, Trustee<br>Deborah Caws, Trustee<br>Peter Malcolm, Trustee (resigned 1 June 2023)<br>Artemi Sakellardiadis, Trustee (appointed 25 January 2023)<br>Michael Tait, Trustee (appointed 9 November 2023)<br>Alison Smith, Trustee (resigned 1 September 2022) |
| <b>Company registered number</b> | 13442286                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Charity registered number</b> | 1196330                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Registered office</b>         | Kingsridge House<br>601 London Road<br>Westcliff-On-Sea<br>Essex<br>SS09PE                                                                                                                                                                                                                                                                                                            |
| <b>Company secretary</b>         | S Rudgley                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Chief executive officer</b>   | J Palmer-Tweed                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Accountants</b>               | MWS<br>Chartered Accountants<br>Registered Auditor<br>601 London Road<br>Westcliff On Sea<br>Essex<br>SS0 9PE                                                                                                                                                                                                                                                                         |
| <b>Bankers</b>                   | Metro Bank<br>One Southampton Row<br>London<br>WC1B 5HA                                                                                                                                                                                                                                                                                                                               |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their annual report together with the financial statements of the Company for the 1 September 2022 to 31 August 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

"To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators."

The demographic area of Southend, Essex and East London struggles to recruit enough good teachers to maintain supply of staff for local schools. Essex and Thames Education provides excellent training to localities, with the vast majority of trainees taking employment in local schools.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Strategies for achieving objectives**

**2023 - 26**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Promote the Apprenticeship Route into teaching
- Continue to identify new income streams for the charity

Support for the work of The Eye of Boudica Initiative has been removed for 2023-2024, as it became an arts organisation. The Eye of Boudicca did not have the capacity to undertake research or develop educational courses and materials and so no longer met the charitable aims of Essex & Thames Education.

**2026-28**

- Develop training programmes with the independent sector
- Develop the apprenticeship routes into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Objectives and activities (continued)**

**c. Activities undertaken to achieve objectives**

During the 2021-2022 academic year, delivery of the Programme which:

- Was designed, led and overseen by schools
- Drew on the strengths of member schools
- Provided opportunities for trainees to learn from expert colleagues
- Provided centre-based and school-based training which were inextricably linked
- Ensured ECTs were immediately ready for their roles in school
- Supported ECTs collaboratively
- Engaged in ITT that impacts positively on the CPD of staff in schools
- Ensured all mentors are fully cognisant of the CCF and its evidence base
- Delivered programmes which create and support a culture of evidence informed practice in the partnership
- Ensured academic rigour
- Ensured all stakeholders have a voice
- Delivered programmes which impact positively on pupils' lives
- Provided equality of opportunity for all trainees
- Promoted inclusive practice and supports equality and diversity
- Ensured that trainee teachers are responsive and reflective
- Ensured that training happens in a nurturing environment
- Ensured that new teachers are able to plan their CPD effectively
- Produced well-rounded teachers who qualify as confident practitioners
- Produced teachers who have the necessary substantive knowledge to teach subjects with immediate competence
- Ensured that training is led by subject, phase and specialist practitioners
- Ensured that all training programmes are supported by an appropriate evidence base
- Developed Mentor Training in line with the new quality requirements
- Supported the Eye of Boudica Initiative during 2022-2023

**d. Main activities undertaken to further the Company's purposes for the public benefit**

At the start of the course 69 trainees were registered with 61 being awarded QTS at the planned end of training in July 2023. Three trainees extended into the 2023/2024 year and one trainee entered the second year of their part time studies. Of those that completed at the end of July, the vast majority of these trainees are now employed in local schools, benefiting the wider community by way of delivering good teaching to children and young people in the area. An additional 9 awards of QTS were made to candidates on the Assessment Only Route into teaching.

**Achievements and performance**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**a. Main achievements of the Company**

Of the 69 trainees (68 full time and one part time) that commenced the course:

- 61 of the 68 full time trainees completed at the planned end date of the course in July 2023 (89.7%)
- 3 of the 68 full time trainee extended studies into the 2023/2024 year (4.4%)
- 64 of the 68 full time trainees completed by December 2023 (94.1%)
- 3 of the 68 full time trainees completely withdrew from their training (4.4%)
- 1 of the 68 full time trainees deferred the course and at the date of this report (March 2024), has not returned (1.5%)
- Of those that completed, 3% were exceeding expectations in all areas of training, down from 5% in 2021/2022

In the 2021/2022 year, Essex & Thames Education planned to train 100 new primary and secondary teachers each year. However, the charity made the decision to focus on Primary education for the 2022/2023 year and beyond, and the revised target number of new teachers has been reduced to 75 to reflect this.

Recruitment for the 2022/2023 year was down nationally and the recruitment figures to the course reflect this. The trend continued into the 2023/2024 recruitment cycle, with 50 trainees commencing the course for the 2023/2024 year. At the time of this report, March 2024, recruitment for the 2024/2025 cycle has improved and the target of 75 trainees is expected to be achieved.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**b. Key performance indicators**

**Trainee Completion Rate**

The national average for award of QTS in the 2021-2022 year was 93%, down from 95% in 2020-2021 year and 96% in 2019/2020. Performance profiles for 2022-2023 were not available at the time of this report (March 2024) and are due to be released in July 2024. The DfE data only includes those that either completed their training at the expected end date or withdrew. Therefore the comparable completion rate for Essex & Thames was as follows:

- 68 Full time trainees were registered and expected to complete the course in July 2023
- 3 extended and 1 deferred and are to be omitted from the figures
- Of the 64 full time trainees, 61 were awarded QTS at the planned end date (95.3%)
- Of the 68 full time trainees, 64 were awarded QTS by December 2023 (94.1%)

Essex & Thames education was performing above the national average for completions in the 2022/2023 year.

**Trainee Employment Rate and Locality**

87.5% of trainees (56 Trainees) that had completed the course with the award of QTS had secured employment at the end of their training year. Trainees were employed in the following areas:

|              |                     |
|--------------|---------------------|
| Essex        | 30 Trainees (46.9%) |
| Southend     | 16 Trainees (25%)   |
| Thurrock     | 3 Trainees (4.8%)   |
| East London  | 3 Trainees (4.8%)   |
| Inner London | 1 Trainee (1.6%)    |
| Cambridge    | 1 Trainee (1.6%)    |
| Warwickshire | 1 Trainee (1.6%)    |
| Unemployed   | 7 Trainees (10.5%)  |
| Unknown      | 1 Trainee (1.6%)    |
| On Maternity | 1 Trainee (1.6%)    |

**Trainee Satisfaction Data:**

Of the 61 trainees that had completed the course, 23 responses were received to the satisfaction survey (37.7%). The trainees were asked:

- **How would you rate the overall quality of your training?**
  - 17.4% of respondents answered excellent
  - 82.6% of respondents answered good

This compared to 2021/2022 responses of 59% rating as excellent and 41% as good.

- **Do you feel that you have had sufficient practical experience of teaching for this stage in your training?**
  - 74% of respondents answered they felt they had enough practical experience of teaching and 26% felt they would have benefitted from a bit more.

This was comparable to 2021/2022 responses of 75% responding enough and 25% responding they felt they could have had a bit more.

- **How has your training been so far in preparing you to identify your own professional development needs (CPD / target setting / use of audits etc)?**
  - 26% of respondents answered excellent
  - 69.5% of respondents answered good

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

4.5% of respondents answered requires some improvement (1 trainee)

This compares to the data from 2021/2022 of 63% excellent and 47% good.

**- How has your training been so far in preparing you to follow high standards of personal and professional conduct?**

47.8% of respondents answered excellent

52.2% of respondents answered good

This compares to 84% answering excellent and 16% answering good in 2021/2022

**- How has your training been so far in preparing you to integrate the theoretical elements (centre-based training) of your programme with your practical experiences (school-based training)?**

21.7% of respondents answered excellent

78.3% of respondents answered good

This compares to 59% excellent and 41% good in 2021/2022

**- How confident do you feel when engaging with educational research?**

30.4% of respondents answered very confident

61% of respondents answered confident

8.6% of respondents answered slightly confident

This compares to 53% very confident and 47% confident in 2021/2022

**- How well prepared do you feel to take responsibility for pupil safeguarding?**

82.6% of respondents answered fully prepared

17.4% of respondents answered somewhat prepared

This is an improvement from 72% fully prepared and 28% somewhat prepared in 2021/2022

**- How confident do you feel in your understanding of Prevent?**

47.8% of respondents answered excellent

52.2% of respondents answered good

This compares to 63% excellent and 37% good in 2021/2022

**- How confident do you feel to promote Fundamental British Values (such as democracy, liberty, mutual respect and tolerance) in your teaching?**

69.6% of respondents answered confident

30.1% of respondents answered somewhat confident

This is an improvement of 38% confident, 59% somewhat confident and 3% not confident in 2021/2022.

**- How well supported have you been to manage your own wellbeing?**

21.7% of respondents answered well supported

69.6% of respondents answered somewhat supported

8.7% of respondents answered not supported at all (2 trainees)

This compares to 53% of respondents answering well supported and 47% answering somewhat supported in 2021/2022.

**- How has your training been so far in addressing issues relating to pupil wellbeing?**

26% of respondents answered excellent

74% of respondents answered good

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

This compares to 47% responding excellent and 53% good in 2021/2022.

**- Professional Guidance: how effective has your Personal Tutor been? (this refers to lesson feedback, support with the drive, support with professional communication etc)**

56.5% of respondents answered excellent  
39% of respondents answered good  
4.5% of respondents answered requires some improvement

This compares to 69% excellent and 31% good in 2021/2022.

**- Pastoral Support: how supportive has your Personal Tutor been?**

47.8% of respondents answered excellent  
26% of respondents answered good  
4.5% of respondents answered requires improvement (1 trainee)  
21.7% of respondents did not require access to support

This compared to 66% responding excellent, 28% good and 6% not requiring access in 2021/2022.

**- Please rate the quality of support from the SCITT Office**

39% of respondents answered excellent  
52% of respondents answered good  
4.5% of respondents answered requires some improvement (1 trainee)  
4.5% of respondents answered this question was not relevant to them

This compares to 50% excellent and 50% good in 2021/2022

**- Please rate the quality of teaching in lectures overall**

17.3% of respondents answered excellent  
78.2% of respondents answered good  
4.5% of respondents answered requires some improvement (1 trainee)

This compared to 53% excellent and 47% good in 2021/2022.

**- How good has your training been so far in preparing you to understand behaviour and to maintain good behaviour in the classroom?**

30.4% of respondents answered excellent  
65.1% of respondents answered good  
4.5% of respondents answered requires some improvement (1 trainee)

This compares to 59% excellent, 38% good and 3% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to understand and apply pedagogy across the subjects?**

21.7% of respondents answered excellent  
78.3% of respondents answered good

This compares to 56% excellent and 44% good in 2021/2022.

**- How has your training been so far in preparing you to teach pupils across a range of academic abilities?**

8.7% of respondents answered excellent  
78.2% of respondents answered good  
13.1% of respondents answered requires some improvement

This compares to 47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**- How has your training been so far in preparing you to teach pupils from all ethnic backgrounds?**

17.3% of respondents answered excellent  
78.2% of respondents answered good  
4.5% of respondents answered requires some improvement (1 trainee)

This compares to 47% excellent, 47% good and 6% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to teach and assess the progress of pupils with special educational needs or disabilities?**

17.3% of respondents answered excellent  
73.9% of respondents answered good  
8.8% of respondents answered requires some improvement

This compares to 41% excellent, 56% good and 3% requires some improvement in 2021/2022.

**- How helpful has the guidance been so far to help you to learn how to plan effective lessons?**

13% of respondents answered excellent  
65.2% of respondents answered good  
21.8% of respondents answered requires some improvement

This compares to 38% excellent, 59% good and 3% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to teach across the full range of subjects in the curriculum?**

13% of respondents answered excellent  
65.2% of respondents answered good  
17.3% of respondents answered requires some improvement  
4.5% of respondents answered that this had only been partly covered (1 trainee)

This compares to 56% excellent, 41% good and 3% requires some improvement in 2021/2022.

**- How has your centre-based training been so far in preparing you to teach phonics?**

8.7% of respondents answered excellent  
69.5% of respondents answered good  
21.8% of respondents answered requires some improvement

This compares to 50% excellent and 50% good in 2021/2022.

**- How has your school-based training been so far in preparing you to teach phonics?**

43.5% of respondents answered excellent  
47.8% of respondents answered good  
8.7% of respondents answered requires some improvement

This was a new question for 2022/2023 so there is no comparable data.

**- How has your training been so far in preparing you to teach reading and comprehension?**

34.7% of respondents answered excellent  
60.8% of respondents answered good  
4.5% of respondents answered requires some improvement.\*  
\*The centre based training for this had not been delivered at the point of data collection

This compares to 63% excellent and 47% good in 2021/2022.

**- Pupil Progress: How has your training been so far in preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

17.4% of respondents answered excellent

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

60.8% of respondents answered good  
21.8% of respondents answered requires some improvement

This compares to 44% excellent and 56% good in 2021/2022.

**- How has your training been so far in preparing you to provide effective feedback to pupils?**

17.4% of respondents answered excellent  
69.6% of respondents answered good  
13% of respondents answered requires some improvement

This compares to 28% excellent, 69% good and 3% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to communicate with parents or carers?**

13% of respondents answered excellent  
60.8% of respondents answered good  
26.2% of respondents answered requires some improvement

This compares to 44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to deploy support staff effectively?**

13% of respondents answered excellent  
56.5% of respondents answered good  
30.5% of respondents answered requires some improvement

This compares to 44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**- How has your training been so far in preparing you to use your voice effectively?**

30.4% of respondents answered excellent  
56.6% of respondents answered good  
13% of respondents answered requires improvement

This compares to 75% excellent and 25% good in 2021/2022.

**- Induction: Were you given an explanation of safeguarding and other safety procedures in your school?**

100% of respondents answered yes

This compares to 94% yes and 6% no in 2021/2022.

**- Induction: Were you given copies of relevant school policies?**

100% of respondents answered yes

This compares to 94% yes and 6% no in 2021/2022.

**- How would you rate the school environment in terms of being welcoming to trainees?**

47.8% of respondents answered excellent  
47.8% of respondents answered good  
4.4% of respondents answered requires some improvement

This compares to 72% responding excellent, 22% good and 6% requires improvement during 2021/2022.

**- How would you rate information sharing about the pupils (for example ISP 1 Plans, SEND, EAL, PP etc?)**

34.8% of respondents answered excellent  
60.8% of respondents answered good  
4.4% of respondents answered requires some improvement

This compares to 69% excellent and 31% good in 2021/2022

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

- Have you had sufficient opportunities to observe expert colleagues teaching?  
95.5% of respondents answered they had seen plenty  
4.5% of respondents felt they would have benefitted from seeing more

This compares to 94% answering yes and 6% no in 2021/2022

- Have you had a chance to teach phonics?  
100% of respondents answered yes

This is comparable to 2021/2022

- Have you had a chance to teach Early Mathematics?  
95.5% of respondents answered yes  
4.5% of respondents answered no

This compares to 94% yes and 6% no in 2021/2022

- How helpful was the lesson feedback you were given by your Senior General Mentor?  
73.9% of respondents answered excellent  
26.1% of respondents answered good

This is an improvement from 60% excellent, 28% good and 12% requires improvement in 2021/2022.

- How helpful was the lesson feedback you were given by your General Mentor?  
56.5% of respondents answered excellent  
39% of respondents answered good  
4.5% of respondents answered that this was the same person as the Senior General Mentor

This compares to 69% excellent, 25% good and 6% where the senior and general mentor were the same person in 2021/2022.

- Are you receiving enough mentoring time from your Senior General Mentor?  
95.5% of respondents answered yes  
4.5% of respondents answered no

This compares to 78% yes and 22% no in 2021/2022.

- Please rate the availability of planning time with your General Mentor.  
56.5% of respondents answered excellent  
30.4% of respondents answered good  
13.1% of respondents answered requires some improvement

This compares to 47% excellent, 50% good and 3% requires some improvement in 2021/2022.

- Please rate the quality of support from other school staff.  
60.8% of respondents answered excellent  
34.7% of respondents answered good  
4.5% of respondents answered requires some improvement

This compares to 66% excellent and 34% good in 2021/2022

- Please rate the quality of target setting.  
47.8% of respondents answered excellent  
52.2% of respondents answered good

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

This compares to 53% excellent, 44% good and 3% requires improvement.

- Do you use deliberate practice with your mentors in school?  
47.8% of respondents answered that they use it a lot  
47.8% of respondents answered that they use it at times  
4.4% of respondents answered that they had not used it at all

This was a new question, so there is no comparable data.

- Please rate the quality of support to manage behaviour.  
52.2% of respondents answered excellent  
43.5% of respondents answered good  
4.3% of respondents answered requires some improvement

This compares to 69% excellent and 21% good in 2021/2022

- Please rate the quality of support to help you understand and apply pedagogy  
39.1% of respondents answered excellent  
60.9% of respondents answered good

This compares to 47% excellent and 53% good in 2021/2022.

- Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.  
34.7% of respondents answered excellent  
34.7% of respondents answered good  
30.6% of respondents answered requires some improvement

This compares to 38% excellent, 56% good and 6% requires some improvement in 2021/2022

- Please rate the quality support in school to make assessments to identify pupil progress.  
39.1% of respondents answered excellent  
56.5% of respondents answered good  
4.4% of respondents answered requires some improvement

This compares to 59% excellent and 41% good in 2021/2022

- Please rate the quality support in school to provide you with guidance in relation to professional behaviours.  
47.8% of respondents answered excellent  
52.2% of respondents answered good

This compares to 51% excellent and 49% good in 2021/2022

- Please rate the quality of professional discussions in terms of impact on your teaching.  
47.8% of respondents answered excellent  
52.2% of respondents answered good

This compares to 51% excellent and 49% good in 2021/2022

- Have your mentors discussed your subject knowledge needs with you?  
95.5% of respondents answered yes  
4.5% of respondents answered no

This was a new question for 2022/2023 so there is no comparable data.

- Please rate the quality of support for teaching children with SEND.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

39.1% of respondents answered excellent  
52.2% of respondents answered good  
8.7% of respondents answered requires some improvement

This compares to 41% excellent and 59% good in 2021/2022.

- Please rate the quality of information and guidance relating to pupil premium.

34.8% of respondents answered excellent  
52.2% of respondents answered good  
13% of respondents answered requires some improvement

This compares to 38% excellent and 62% good for 2021/2022

The following questions are new for the 2022/2023 year, so there is no comparative data:

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[English]

52.2% of respondents answered excellent  
47.8% of respondents answered good

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[Maths]

43.4% of respondents answered excellent  
56.6% of respondents answered good

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[Science]

52.2% of respondents answered excellent  
43.3% of respondents answered good  
4.5% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[History]

34.8% of respondents answered excellent  
56.5% of respondents answered good  
8.7% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[Geography]

34.8% of respondents answered excellent  
56.5% of respondents answered good  
8.7% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[PE]

39.1% of respondents answered excellent  
56.5% of respondents answered good  
4.4% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.  
[RE]

39.1% of respondents answered excellent  
47.8% of respondents answered good  
13.1% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**[PSHE and RHSE]**

- 39.1% of respondents answered excellent
- 52.2% of respondents answered good
- 8.7% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**[Art]**

- 39.1% of respondents answered excellent
- 56.5% of respondents answered good
- 4.4% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**[Music]**

- 30.4% of respondents answered excellent
- 43.5% of respondents answered good
- 26.1% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**[EYFS]**

- 43.4% of respondents answered excellent
- 52.2% of respondents answered good
- 4.4% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**[DT]**

- 26% of respondents answered excellent
- 56.5% of respondents answered good
- 17.5% of respondents answered requires some improvement

- School Practice: Please provide an indicative rating for each area you have studied in school-based training.

**[Languages]**

- 13.1% of respondents answered excellent
- 30.4% of respondents answered good
- 56.5% of respondents answered requires improvement or had not covered this in school

- School Practice: Please provide an indicative rating for each area you have studied in school-based training. [Drama (in creativity ITAP)]

- 13.1% of respondents answered excellent
- 30.4% of respondents answered good
- 56.5% of respondents answered requires improvement or had not covered this in school

The trainees were asked about anything that they thought were particular strengths or would improve the taught element of the programme, responses included:

- More modelled lessons with live classes of pupils would be useful - when this happened in our PE lecture we learnt so much and could really understand the pedagogy
- More outdoor learning ideas, forest school was useful, but day to day ideas for outdoor learning would be more beneficial
- A mock parents evening would be helpful - deploying support staff & communicating with parents and carers needs a higher emphasis in lectures and placements
- More chance to discuss SEND and EYFS in every lecture
- More planning opportunities interwoven throughout lecture
- Also a revisit to some of the topics at the start of the course would be helpful.
- More lectures on assessment and pupil data and exploring one of these systems
- I found the voice zooms really uncomfortable and unenjoyable. I would rethink how these are done.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

- Really supportive staff, accommodating, HT values trainees and helped me with my interview prep, CM and SGM cared about my progress/well-being, wider school staff really friendly/ offered lots of advice.

**Trainee Satisfaction Survey: Actions**

- Trainees reported needing more support with planning - this was noted on both the taught course and school based training surveys. On further investigation this was due to many schools now working from schemes of work. Lecturer training and EEF collaboration to enhance this support in both taught course and school based practice.
- Trainees reported that they needed further support with how to deploy support staff and how to communicate with parents and carers. The parents and carers tasks have been changed in response to this for 2023/24. HG to ask lecturers to explore how support staff can be used in specific subjects. Mentor training in September 2023 to discuss both parents and carers and support staff.
- PTs to receive enhanced training on CCF, observation feedback and Deliberate practice to ensure they can support/train mentors during joint observations
- Lecturer training (July 2023) explored live lessons / modelled lessons. Lecturers were trained on how to add approximations to their lectures to ensure trainees always get time to apply theory to their own settings.
- A forest school / outdoor learning lecture scheduled for spring term 2023. Lecturers asked to weave outdoor learning discussions into all subject specific lectures.
- Parents and carers school based tasks updated for 2023/24. Deploying support staff to be discussed in mentor training Spring 2024.
- Lecturer training (July 2023) focussed on how to enhance our commitment to EYFS/SEND in all lectures. HG to QA lecture content in Autumn term 2023.
- Core subjects (English and Maths) have planning time linked into each lecture. Other subject lecturers have been asked to add planning activities into their content. HG to QA lecture content in Autumn term 2023. Planning has been highlighted as a key area for development 2023/24.
- Professional studies lectures structured to allow retrieval of previously covered information. Subject lecture content should be revisited during discussions with mentors in placements. HG to strengthen this expectation through use of the Mentor Memo.
- ITAP on assessment delivered in 2023 with a tighter focus.
- Voice lectures scheduled to be face to face in Autumn term 2023.
- Best practice from schools to be discussed during mentor training sessions.

**Employee Satisfaction Data:**

Staff satisfaction surveys are sent at the end of each year. Staff includes employed staff, the lecture team and personal tutor team. The questions staff were asked included:

- The SCITT is a pleasant place to work (either virtually or physically):

|                    |             |
|--------------------|-------------|
| July 2023          | July 2022   |
| 67% totally agreed | 100% Agreed |
| 33% mostly agreed  |             |

- I look forward to working at the SCITT

|                    |                    |
|--------------------|--------------------|
| July 2023          | July 2022          |
| 53% totally agreed | 94% totally agreed |
| 47% mostly agreed  | 6% mostly agreed   |

- Trainees at the SCITT Treat me with respect

|                    |             |
|--------------------|-------------|
| July 2023          | July 2022   |
| 53% totally agreed | 100% Agreed |
| 47% mostly agreed  |             |

- Other staff in the SCITT Treat me with respect

|           |           |
|-----------|-----------|
| July 2023 | July 2022 |
|-----------|-----------|

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

67% totally agreed      100% Agreed  
33% mostly agreed

- When I first came to the SCITT I was helped to settle in  
July 2023      July 2022  
60% totally agreed      92% totally agreed  
40% mostly agreed      8% answered not at all

- It's good to have people from different backgrounds in the SCITT  
July 2023      July 2022  
100% agreed      92% totally agreed  
                         4% answered a little bit  
                         4% answered N/A

- Everyone is encouraged to speak up for what they believe is right  
July 2023      July 2022  
66% totally agreed      100% Agreed  
27% mostly agreed

**Employee Retention Rate**

One self employed member of the SLT and PT team left at the end of the year.

The contracts of two members of the Secondary PT team were not renewed due to not offering secondary training in the 2023/2024 year.

The contracts of two members of the lecturing team were not renewed.

The contract of one primary Personal Tutor was not renewed due to low recruitment numbers in 2023/2024.

One employed member of the administration team was made redundant due to low recruitment numbers in 2023/2024. This had led to two consecutive years of a deficit budget.

**Employee Absence Rate**

There were no staff absences during the year.

**Marketing Data**

Of those that responded to the marketing question of how they found out about the courses, the responses were:

|                           | 2022-2023 | 2021-2022 |
|---------------------------|-----------|-----------|
| Website                   | 13%       | 50%       |
| ARU                       | 49%       | 25%       |
| Apply System              | 13%       | 5%        |
| South Essex College       | 1%        | 3%        |
| University of East Anglia | 3%        | 0%        |
| Word of Mouth             | 21%       | 17%       |

**Financial Performance**

At the end of the 2021-2022 year, it was reported that the expected budget to be set for the 2022-2023 year aimed to be a balancing budget, holding the reserves of £563,375 at 31st August 2022. However, recruitment nationally was exceptionally low and a deficit budget of £102,069 was approved, funded by reserves held.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

Discussions had been held with regard to staffing levels, however, it was decided that redundancies should be delayed for a period of one year to allow for an increase in recruitment for the 2023/2024 academic year when the situation will be reevaluated.

Recruitment into 2023/2024 did not improve, with 50 trainees starting the course. A deficit budget was set at £102,982.30. A redundancy of a member of the administration team was made in August 2023. Two members of the lecture team did not have their contracts renewed. Three members of the Personal Tutor team did not have their contracts renewed, two of these were contracted for the Secondary phase that is no longer offered. One member of the Senior Leadership team resigned at the end of the year to work more locally, the position was not advertised and the member of staff was not replaced.

Recruitment into 2024/2025 appears to be more positive with 60 confirmed trainees at the date of this report, March 2024. It is hoped that the recruitment target of 75 to set a balancing budget will be met.

Performance against the budget is reviewed on a monthly basis and shared with Trustees and Finance, Pay, Resources and Audit committee members. This is discussed in further detail at the meetings of each board and committee three times per year.

Actual spending in the year was below that of the original budget with a final value into reserves of £71,007. The amount of reserves carried into 2023/2024 is £492,368.

**c. Review of activities**

During the 2022-2023 academic year, Essex & Thames Education trained 69 trainees for the award of QTS, most trainees also undertook the option of the PGCE. Of these, 64 were awarded QTS, and one continues into 2023/2024 on the part time route. The course is structured so that each trainee spends at least 120 days in school practice within two partnership schools and around 70 days in lectures. Support was provided by a Personal Tutor team, school mentors and members of the Senior Leadership Team. A return to face to face lectures was made for around half of all lectures. The challenges faced by trainees in the year were around negative national press focused on teaching in general and the cost of living crisis. Trainees that had recently graduated faced further challenges of transitioning from remote learning at university to face to face learning in base and in schools as everyone adapted to a return to a more normal way of life. The Senior Leadership Team worked with partnership Mentors and Senior Leadership to assist with delivery of the course and to offer support to schools and trainees in another challenging time.

**d. Factors relevant to achieve objectives**

Essex & Thames Education now aims to train 75 trainees each year, this has been reduced from 100 as the secondary phase of training is no longer offered. Recruitment can be affected by outside influences, such as decisions by DfE to award or remove funding to routes into teaching. In years where funding is reduced, trainee numbers also decline before recovering. Primary routes, in particular, do not attract any DfE funding such as bursaries or funding for salaried places; this has an impact on recruitment. It is also known that during periods of recession trainee numbers will fall before recovering in the following years. Nationally, the number of trainees into the 22/23 and 23/24 years are down on the previous years, last years' report explained that this was expected to recover in 2024/25, once the economy had improved or funding had been increased. Recruitment has increased going into the 2024/2025 year, with hopes that the target of 75 trainees will be met.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**e. Fundraising activities and income generation**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**f. Investment policy and performance**

The Board of Trustees may invest to further the SCITT's charitable aims, but must ensure investment risk is properly managed. When considering an investment the board must:

- Act within its powers to invest as described in its articles;
- Exercise care and skill in investment decisions, taking advice as appropriate from a professional adviser;
- Ensure exposure to investment producers is tightly controlled so security of funds takes precedence over revenue maximisation;
- Ensure investment decisions are in the SCITT's best interests;
- Review the SCITT's investments and investment policy regularly.

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees.

Whilst the Board of Trustees has responsibility for the SCITT's finances, the Scheme of Delegation approved by them delegates responsibility to the Finance Committee:

- To monitor the Investments Policy to make recommendations with regard to managing, controlling and tracking financial exposure, and ensuring value for money; to review the SCITTs investments and investment policy on a regular basis
- The CFO is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

The investment objectives of Essex & Thames Education are:

- to achieve the best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

**Spending and liquidity policy**

- Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Finance Officer and Resources.
- The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.
- A sufficient balance must be held in the current account so that the SCITT's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.
- Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the SCITT.

No investments have been made during the period and there are no plans to make any investments in the immediate future. The CFO has reviewed the 3 year plan and the changes brought by the Market Reform will impact significantly on the cash flow of the organisation as funding will be received in arrear

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Achievements and performance (continued)**

**g. Duty to promote the success of the Company to achieve its charitable purposes**

Essex & Thames Education has a good reputation locally for delivery of teacher training programmes. It has excellent relationships with partnership schools. Performance data is published on the DfE website and allows applicants to make informed decisions about the course to which they wish to apply. Essex & Thames Education's website promotes the success of the organisation to attract applicants to the courses and the team are positive about the impact that the charity has. This maximises the chances of the organisation achieving a target of 75 trainees per year.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**b. Reserves policy**

The reserves held by Essex & Thames Education were acquired when the transfer of the accreditation was made from Runwell Community Primary School, operating as Essex and Thames SCITT, to the charity. In the academic years 2021-2022, 2022-2023 and 2023-2024 it has been necessary to spend into reserves due to the ITT Market Reform and work this has created in making the bid during 2021-2022, work on changes required to the curriculum and mentoring during 2022-2024 and low recruitment to the courses in 2022-2023 and 2023-2024. The Market Reform was released only one year prior and it is policy changes such as these that make it vital to the future of the Charity that reserves are held, as well as unforeseen circumstances such as the Covid-19 pandemic and the current economic climate. In addition, 50% of fees are received from Student Finance England in the final months of the course, which requires a healthy level of cash flow to ensure operations can take place. For example, in the 2023-2024 year, the cash flow forecast shows that in January 2024 there will be a negative cash flow of around £45,000. This is typical in each year.

**Recruitment**

The Covid-19 pandemic saw a reduction in the number of applications to teacher training, this is a National trend. This trend continued, further hampered by the current financial climate, with many unable to commit to training at this time, and negative press around teaching as a career. The 2022-2023 and 2023-2024 recruitment cycles have shown a reduction of around a third of successful candidates to the course and this has led to expected budget deficits in both years. Recruitment into 2024/2025 has improved and the target of 75 trainees is expected to be achieved. It is hoped that recruitment will fully recover by the 2025/2026 cycle.

**Income**

The usual expectation of recruitment to the course is around 75 trainees per year. Teacher training has been adversely affected by the Covid-19 pandemic and the current economic climate. Expected income into the 2023-2024 year is reduced by approximately a third of the usual expected income. There is an expected attrition rate of around 5% in each year, this is usually not an issue as recruitment often sits around 10% higher than expected, however in the 2022-2023 year the rate of attrition remained at 5% and has impacted financial performance in the year.

**Expenditure**

The board of Trustees undertake a thorough review of the proposed budgets each year. A redundancy was made at the end of the 2022-2023 year due to low recruitment for a second year in succession. Two self employed members of staff from the secondary phase did not have their contracts renewed and the one member of the Senior Leadership team that resigned was not replaced. Other cost savings were made where appropriate, however, this could not be at detriment to the course or trainee experience, therefore spending into reserves has been approved for the 2023-2024 year.

**Rational for Level of Reserves**

There a number of factors and risks that determine the level of reserves to be held by the charity, these include:

- Economic climate and detrimental effect to recruitment to ITT
- The effects of the Covid-19 pandemic
- The realisation of fees through the Student Finance England payment schedules, being that 50% of the fees due are realised in the final months of the course, with expenditure at it greatest at the start of the course
- Changing DfE policy around ITT
- The risk of senior leadership absence and the requirement to cover the role - although absence insurance is held, this will not cover the entire costs should this situation arise

The Board of Trustees uses information supplied by the CEO and CFO to decide on the level of reserves to be held as a sum of designated funds for the next 3 years. Any reserves that are in excess of the designated reserves amount can be considered for investment purposes, guided by the investment policy.

The current economic climate, the after effects of Covid-19 and the current changes under the ITT Market

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

reform show that it is not excessive for the current level of reserves to be held and it is vital to the going concern of the charity that these are maintained as far as possible.

**Review and Monitoring**

In the current climate, the policy will be reviewed regularly and updated accordingly. Matters relating to the financial performance of the charity are presented to the Board of Trustees and the Finance, Audit and Pay committee monthly; this assures that action can be taken swiftly if necessary. The Board of Trustees are being updated regularly by the CEO and Senior Leadership team regarding work around the ITT Market Review.

The draft budget for 2024/2025 is in progress. As recruitment has improved and the target of 75 trainees is possible, there will be no planned changes to staffing. Payments to schools will not be reinstated until a cohort of 80 trainees is achieved.

**c. Principal risks and uncertainties**

Essex and Thames Education will seek to identify risks and take action to reduce the probability of them materialising and/or to limit their impact. All organisations are at risk of suffering loss or damage to their personnel, property, reputation and ability to deliver services through the occurrence of unforeseen events. While the timing of such events is unpredictable, it is usually feasible to identify the possibility and probability of them occurring.

The Board of Trustees has appointed the CEO to take overall control of the risk management process; as this role gives a more global view of the activities of Essex and Thames Education.

The Board of Trustees act as the risk review panel. The annual risk management meeting may form part of a regular AGM.

The annual risk management meeting should take place before the budget setting process begins. Prior to the meeting, the strategic objectives of Essex and Thames Education (as stated in the SIP), and the current risk register will be circulated to The Board of Trustees, who shall be asked to submit what they consider to be risks to the achievement of the strategic and operational objectives of Essex and Thames Education.

Other school and Essex and Thames Education staff members may be consulted at this stage of the process. The chair of The Board of Trustees shall consider the risks submitted and compile a list of the main risks facing Essex and Thames Education.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**d. Financial risk management objectives and policies**

The objectives of the risk meeting are as follows:

- To discuss and agree that all involved are satisfied with the Chairperson's list of risks;
- determine the appropriate response to each risk;
- assess existing controls and determine appropriate action;
- allocate responsibility for action; and
- agree on future reporting and review procedures.

The Board of Trustees shall use the current risk register as the model format to classify the risks according to potential likelihood and impact, and decide whether to treat, terminate or tolerate each risk, according to impact and likelihood of each risk identified.

Value for money shall be considered in formulating an appropriate response to each risk, to avoid the over control of minor risks and the under-control of major ones.

It is likely that the assessment of controls will produce a list of actions required to produce an acceptable internal control system. Clear responsibilities should be allocated to these actions along with a deadline for the action to be completed and a scheduled date for review.

A final version of the risk register may be circulated to all relevant members of the organisation who shall be asked to confirm the accuracy of the register.

A copy shall be placed on the secure area of Essex and Thames Education Google Docs account so that all staff and Trustees are aware of the risks and the strategies in place to deal with them.

**e. Principal funding**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**Structure, governance and management**

**a. Constitution**

Essex & Thames Education is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Trustees are recommended by members of staff and partnership schools. At Trustee board meetings, any gaps in Trustee skill areas and ways of recruiting individuals with the necessary skills are discussed.

Once an individual has been identified, a recommendation is made to the Board of Trustees for a decision to appoint to be made by way of a vote.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

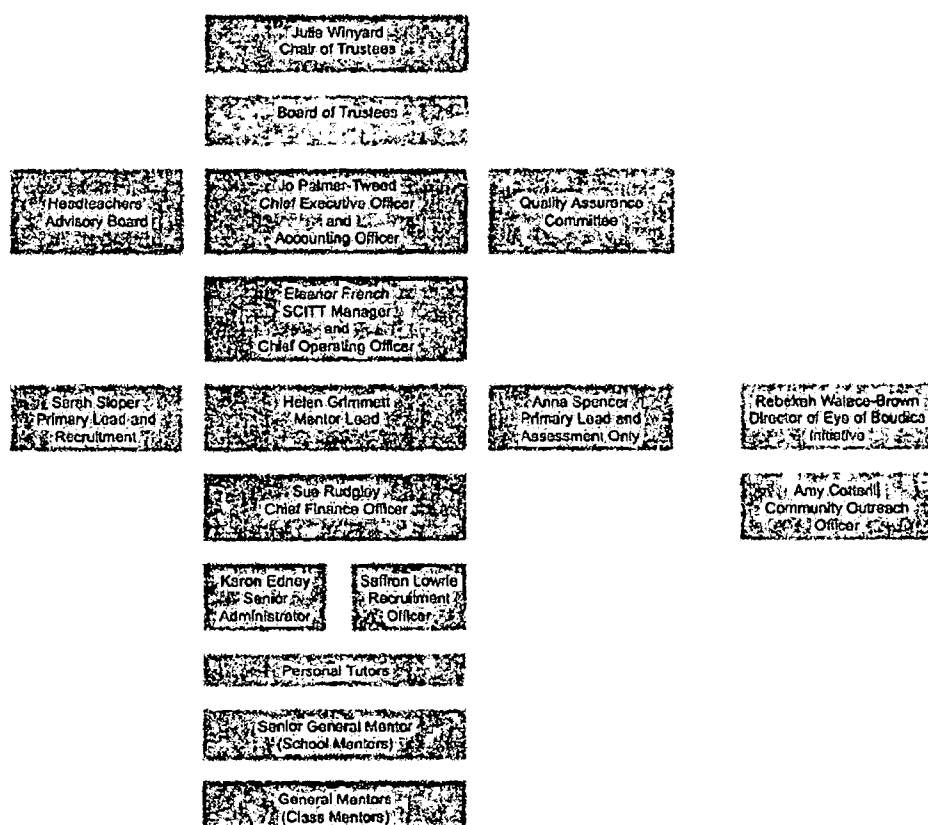
**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, governance and management (continued)**

**c. Organisational structure and decision-making policies**

The Board of Trustees has overall responsibility for the organisation with responsibilities delegated to boards and committees as shown in the chart below. The Board of Trustees meets four times a year.

Organisation Structure:



Decisions for the day to day operations of the organisation are delegated by the Board of Trustees to the CEO ensuring that these remain within the scheme of delegation. Any decisions to be made that are outside the scope of the CEO according to the scheme of delegation are referred to the relevant Board or Committee for discussion before being presented to the Board of Trustees for approval.

The Trustees are responsible for the governance and supervision of the SCITT and its committees. The Trustees have a number of duties and responsibilities relating to the governance of the SCITT and its finances. In summary, The Trustees are responsible for:

- Establishing the vision, mission and values for the SCITT;
- Continuing to enhance the SCITT through meeting its objectives as expressed in its vision;
- Continuing to enhance the SCITT in accordance with the objects of the charity as set out in the Articles of Association and safeguarding the assets of the charity;
- Designing strategy and structure for the operation of the SCITT;
- The delegation of the running of the SCITT;
- Ensuring sound management and administration of the SCITT;

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, governance and management (continued)**

- Financial controls and the financial management of the SCITT in accordance with the provisions of the SCITT finance regulations, which sets out in detail provisions for the financial management of the SCITT;
- Setting standards of conduct and values, monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon;
- Risk management, that is identifying, quantifying and devising systems to minimise the major risks affecting the SCITT; and
- Ensuring the activities of the SCITT are conducted in compliance with the general law.
- The Trustees must prepare for each financial year accounts as required by the Companies Acts. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- The Trustees must keep accounting records as required by the Companies Act.
- Comply with the requirements of the Charities Act 2011

The scheme of delegation sets out the decisions that can be made by the key staff, committees and Board of Trustees. The main responsibilities of the Board of Trustees is to:

- Committee membership - approve the removal and appointment of members
- Set the role description for the Chair and specific members
- Approve the appointment or removal of member schools
- The approval of the appointment and termination of employment of SCITT staff and the CEO
- Approval of the Terms of Reference for all committees and boards
- Approval of the Governance Structure
- Approval of succession plans
- Approval of the Risk register and contingency plans
- Approval of the SCITT policies
- Approval of the SCITT vision and strategy
- Approval and oversight of the budget
- Approval of the staff structure
- Approval of the progress on key priorities
- Approval of the responses to inspections and compliance visits
- Approval of the scheme of delegation
- Approval of the Audit report
- Approval of rates of pay for all staff

**d. Policies adopted for the induction and training of Trustees**

Trustees are provided with a handbook and are supported by experienced Trustees on the board and have support from the CEO, SCITT Manager and CFO.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, governance and management (continued)**

**e. Pay policy for key management personnel**

**Setting of Executive Pay**

The board of trustees must ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration.

The board must discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

- Process - that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented;

- Independence - decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided;

- Robust decision making - factors in determining pay and benefits are clear, including whether training outcomes and financial performance considerations, and the degree of challenge in the role, have been taken into account;

- Proportionality - pay and benefits represent good value for money and are defensible relative to the public sector market;

- Commercial interests - ensuring the board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the SCITT to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Academies Accounts Direction;

- Documentation - the rationale behind the decision making process, including whether the level of pay and benefits reflects value for money, is recorded and retained;

- A basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term;

- Understanding that inappropriate pay and benefits can be challenged by DfE, particularly in instances of poor financial management of the SCITT.

**Publication of executive pay**

The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10K bandings, as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the SCITT's own pension costs. The trust is not required under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish information on the website and on the governments reporting website about the gender pay gap as it has less than 250 employees.

**Tax arrangements for senior employees**

The trust must ensure its senior employees payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's Review of the Tax Arrangements of Public Sector Appointees which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to PAYE with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a fine by HM Treasury.

**f. Related party relationships**

A register of business interests is kept and is regularly updated and presented to the board of trustees four times a year.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, governance and management (continued)**

**g. Financial risk management**

The Trustees have assessed the major risks to which the Company is exposed, in particular those related to the operations and finances of the Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**Plans for future periods**

**2023-26**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Promote the Apprenticeship Route into teaching
- Continue to identify new income streams for the charity

Support for the work of The Eye of Boudica Initiative has been removed for 2023-2024, as it became an arts organisation. The Eye of Boudicca did not have the capacity to undertake research or develop educational courses and materials and so no longer met the charitable aims of Essex & Thames Education

**2026-28**

- Develop training programmes with the independent sector
- Develop the apprenticeship routes into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

**Members' liability**

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Statement of Trustees' responsibilities**

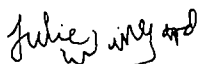
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

Approved by order of the members of the board of Trustees on 3 May 2024 and signed on their behalf by:



**Julie Winyard**

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 AUGUST 2023**

**Independent examiner's report to the Trustees of Essex & Thames Education ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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

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

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

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: *Jonathan Gorridge*  
Jonathan Gorridge FCA

Dated: 16 May 2024  
ICAEW

**MWS**  
Chartered Accountants  
601 London Road  
Westcliff On Sea  
Essex  
SS0 9PE

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

|                                    | Note | Restricted<br>funds<br>2023<br>£ | Unrestricted<br>funds<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|------------------------------------|------|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| <b>Income from:</b>                |      |                                  |                                    |                             |                             |
| Donations and legacies             | 3    | 25,000                           | -                                  | 25,000                      | 554,094                     |
| Charitable activities              | 4    | -                                | 648,909                            | 648,909                     | 1,013,988                   |
| Investments                        | 5    | -                                | 32                                 | 32                          | -                           |
| <b>Total income</b>                |      | <b>25,000</b>                    | <b>648,941</b>                     | <b>673,941</b>              | <b>1,568,082</b>            |
| <b>Expenditure on:</b>             |      |                                  |                                    |                             |                             |
| Charitable activities              | 6    | -                                | 744,948                            | 744,948                     | 1,004,707                   |
| <b>Total expenditure</b>           |      | <b>-</b>                         | <b>744,948</b>                     | <b>744,948</b>              | <b>1,004,707</b>            |
| <b>Net income/(expenditure)</b>    |      | <b>25,000</b>                    | <b>(96,007)</b>                    | <b>(71,007)</b>             | <b>563,375</b>              |
| Transfers between funds            | 14   | (25,000)                         | 25,000                             | -                           | -                           |
| <b>Net movement in funds</b>       |      | <b>-</b>                         | <b>(71,007)</b>                    | <b>(71,007)</b>             | <b>563,375</b>              |
| <b>Reconciliation of funds:</b>    |      |                                  |                                    |                             |                             |
| Total funds brought forward        |      | -                                | 563,375                            | 563,375                     | -                           |
| Net movement in funds              |      | -                                | (71,007)                           | (71,007)                    | 563,375                     |
| <b>Total funds carried forward</b> |      | <b>-</b>                         | <b>492,368</b>                     | <b>492,368</b>              | <b>563,375</b>              |

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

The notes on pages 32 to 46 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2023**

|                                                | Note | 2023<br>£             | 2022<br>£             |
|------------------------------------------------|------|-----------------------|-----------------------|
| <b>Fixed assets</b>                            |      |                       |                       |
| Tangible assets                                | 11   | 7,566                 | 8,569                 |
|                                                |      | <u>7,566</u>          | <u>8,569</u>          |
| <b>Current assets</b>                          |      |                       |                       |
| Debtors                                        | 12   | 46,006                | 110,084               |
| Cash at bank and in hand                       |      | 489,361               | 646,580               |
|                                                |      | <u>535,367</u>        | <u>756,664</u>        |
| Creditors: amounts falling due within one year | 13   | (50,564)              | (201,858)             |
| <b>Net current assets</b>                      |      | <u>484,803</u>        | <u>554,806</u>        |
| <b>Total assets less current liabilities</b>   |      | <u>492,369</u>        | <u>563,375</u>        |
| <b>Net assets excluding pension asset</b>      |      | <u>492,369</u>        | <u>563,375</u>        |
| <b>Total net assets</b>                        |      | <u><u>492,369</u></u> | <u><u>563,375</u></u> |
| <b>Charity funds</b>                           |      |                       |                       |
| Restricted funds                               | 14   | -                     | -                     |
| Unrestricted funds                             | 14   | 492,369               | 563,375               |
| <b>Total funds</b>                             |      | <u><u>492,369</u></u> | <u><u>563,375</u></u> |

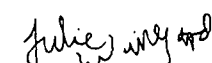
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 03 May 2024 and signed on their behalf by:

  
**Julie Winyard**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2023**

The notes on pages 32 to 46 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

|                                                         | 2023<br>£      | 2022<br>£      |
|---------------------------------------------------------|----------------|----------------|
| <b>Cash flows from operating activities</b>             |                |                |
| Net cash used in operating activities                   | (155,961)      | 658,594        |
| <b>Cash flows from investing activities</b>             |                |                |
| Purchase of tangible fixed assets                       | (1,259)        | -              |
| Assets donated on incorporation                         | -              | (12,014)       |
| <b>Net cash used in investing activities</b>            | (1,259)        | (12,014)       |
| <b>Cash flows from financing activities</b>             |                |                |
| <b>Net cash provided by financing activities</b>        | -              | -              |
| <b>Change in cash and cash equivalents in the year</b>  | (157,220)      | 646,580        |
| Cash and cash equivalents at the beginning of the year  | 646,580        | -              |
| <b>Cash and cash equivalents at the end of the year</b> | <b>489,360</b> | <b>646,580</b> |

The notes on pages 32 to 46 form part of these financial statements

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. General information**

Essex & Thames Education is a company limited by guarantee and incorporated in England. It is also a registered charity, Number 1196330

Its registered address is Kingsridge House, 601 London Road, Westcliff-On-Sea, Essex, SS0 9PE  
Its principle place of business is Powers Hall Academy, Spa Road, Witham, Essex, CM8 1NA

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Essex & Thames Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**2. Accounting policies (continued)**

**2.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.4 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

|                  |   |                      |
|------------------|---|----------------------|
| Office equipment | - | 20% Reducing balance |
|------------------|---|----------------------|

**2.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**2. Accounting policies (continued)**

**2.8 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.10 Financial instruments**

The Company only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.11 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**2.13 Redundancy payments**

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately when the charity has a detailed formal plan in place which has either: been announced to those affected, or the charity has initiated implementation of that plan.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**3. Income from donations and legacies**

|                   | <b>Restricted<br/>funds<br/>2023<br/>£</b> | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2022<br/>£</b> |
|-------------------|--------------------------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Donations         | -                                          | -                                            | -                                     | 553,094                               |
| Government grants | 25,000                                     | -                                            | 25,000                                | 1,000                                 |
|                   | <u>25,000</u>                              | <u>-</u>                                     | <u>25,000</u>                         | <u>554,094</u>                        |
| <i>Total 2022</i> | <u>1,000</u>                               | <u>553,094</u>                               | <u>554,094</u>                        |                                       |

**4. Income from charitable activities**

|                   | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2022<br/>£</b> |
|-------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Education         | 648,909                                      | 648,909                               | 1,013,988                             |
|                   | <u>648,909</u>                               | <u>648,909</u>                        |                                       |
| <i>Total 2022</i> | <u>1,013,988</u>                             | <u>1,013,988</u>                      |                                       |

**5. Investment income**

|                                | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2022<br/>£</b> |
|--------------------------------|----------------------------------------------|---------------------------------------|---------------------------------------|
| Investment income - local cash | 32                                           | 32                                    | -                                     |
|                                | <u>32</u>                                    | <u>32</u>                             | <u>-</u>                              |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

|              | Unrestricted<br>funds<br>2023<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|--------------|------------------------------------|--------------------|--------------------|
| Direct costs | 744,948                            | 744,948            | 1,004,707          |
|              | <u>744,948</u>                     | <u>744,948</u>     |                    |
| Total 2022   | 1,004,707                          | 1,004,707          |                    |
|              | <u>1,004,707</u>                   | <u>1,004,707</u>   |                    |

**Summary by expenditure type**

|              | Staff costs<br>2023<br>£ | Depreciation<br>2023<br>£ | Other costs<br>2023<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|--------------|--------------------------|---------------------------|--------------------------|--------------------|--------------------|
| Direct costs | 393,408                  | 1,891                     | 349,649                  | 744,948            | 1,004,707          |
|              | <u>393,408</u>           | <u>1,891</u>              | <u>349,649</u>           | <u>744,948</u>     |                    |
| Total 2022   | 445,861                  | 2,403                     | 556,443                  | 1,004,707          |                    |
|              | <u>445,861</u>           | <u>2,403</u>              | <u>556,443</u>           | <u>1,004,707</u>   |                    |

**7. Analysis of expenditure by activities**

|            | Activities<br>undertaken<br>directly<br>2023<br>£ | Support<br>costs<br>2023<br>£ | Total<br>funds<br>2023<br>£ | Total<br>funds<br>2022<br>£ |
|------------|---------------------------------------------------|-------------------------------|-----------------------------|-----------------------------|
| Education  | 662,972                                           | 81,976                        | 744,948                     | 1,004,707                   |
|            | <u>662,972</u>                                    | <u>81,976</u>                 | <u>744,948</u>              |                             |
| Total 2022 | 908,583                                           | 96,124                        | 1,004,707                   |                             |
|            | <u>908,583</u>                                    | <u>96,124</u>                 | <u>1,004,707</u>            |                             |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**7. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

|                    | <b>Activities<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2022<br/>£</b> |
|--------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Staff costs        | 393,408                          | <b>393,408</b>                        | 445,861                               |
| Lecturers          | 53,080                           | <b>53,080</b>                         | 103,770                               |
| SBM                | 46,290                           | <b>46,290</b>                         | 104,160                               |
| Personal Tutors    | 70,295                           | <b>70,295</b>                         | 93,585                                |
| Assessment         | 73,200                           | <b>73,200</b>                         | 126,489                               |
| Other direct costs | 26,699                           | <b>26,699</b>                         | 34,718                                |
|                    | <u>662,972</u>                   | <u><b>662,972</b></u>                 | <u>908,583</u>                        |
| <i>Total 2022</i>  | <u>908,583</u>                   | <u>908,583</u>                        |                                       |

**Analysis of support costs**

|                         | <b>Activities<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2022<br/>£</b> |
|-------------------------|----------------------------------|---------------------------------------|---------------------------------------|
| Depreciation            | 1,891                            | <b>1,891</b>                          | 2,403                                 |
| Other support costs     | 29,084                           | <b>29,084</b>                         | 41,958                                |
| Resources               | 14,364                           | <b>14,364</b>                         | 12,052                                |
| Audit costs             | 4,860                            | <b>4,860</b>                          | 6,600                                 |
| Loss on disposal        | 370                              | <b>370</b>                            | 1,042                                 |
| Utilities               | 2,230                            | <b>2,230</b>                          | 3,472                                 |
| Insurance               | 5,092                            | <b>5,092</b>                          | 4,230                                 |
| Rent                    | 23,185                           | <b>23,185</b>                         | 23,467                                |
| Internal control review | 900                              | <b>900</b>                            | 900                                   |
|                         | <u>81,976</u>                    | <u><b>81,976</b></u>                  | <u>96,124</u>                         |
| <i>Total 2022</i>       | <u>96,124</u>                    | <u>96,124</u>                         |                                       |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Independent examiner's remuneration**

|                                                                                                                                   | 2023<br>£  | 2022<br>£ |
|-----------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| Fees payable to the Company's independent examiner for the independent examination (2022: audit) of the Company's annual accounts | 4,320      | 6,600     |
| Fees payable to the Company's independent examiner in respect of:<br>All assurance services not included above                    | <u>540</u> | <u>-</u>  |

**9. Staff costs**

|                                                      | 2023<br>£      | 2022<br>£      |
|------------------------------------------------------|----------------|----------------|
| Wages and salaries                                   | 337,020        | 378,660        |
| Social security costs                                | 19,530         | 32,094         |
| Contribution to defined contribution pension schemes | 36,858         | 35,107         |
|                                                      | <u>393,408</u> | <u>445,861</u> |

During the year a redundancy payment of £5,716 was made to 1 member of staff

The average number of persons employed by the Company during the year was as follows:

|             | 2023<br>No. | 2022<br>No. |
|-------------|-------------|-------------|
| Management  | 3           | 4           |
| Admin staff | 3           | 4           |
|             | <u>6</u>    | <u>8</u>    |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                                | 2023<br>No. | 2022<br>No. |
|--------------------------------|-------------|-------------|
| In the band £80,001 - £90,000  | 1           | -           |
| In the band £90,001 - £100,000 | -           | 1           |

Remuneration paid to key management personnel during the year amounted to £215,916 (2022: £203,748) including £185,746 (2022: £180,169) of gross pay and £30,170 (2022: £23,579) of employers pension contributions.

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**10. Trustees' remuneration and expenses (continued)**

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 -

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**11. Tangible fixed assets**

|                          | Office<br>equipment<br>£ |
|--------------------------|--------------------------|
| <b>Cost or valuation</b> |                          |
| At 1 September 2022      | 16,510                   |
| Additions                | 1,259                    |
| Disposals                | (1,412)                  |
|                          | <hr/>                    |
| At 31 August 2023        | 16,357                   |
|                          | <hr/>                    |
| <b>Depreciation</b>      |                          |
| At 1 September 2022      | 7,941                    |
| Charge for the year      | 1,891                    |
| On disposals             | (1,042)                  |
|                          | <hr/>                    |
| At 31 August 2023        | 8,790                    |
|                          | <hr/>                    |
| <b>Net book value</b>    |                          |
| At 31 August 2023        | 7,567                    |
|                          | <hr/> <hr/>              |
| At 31 August 2022        | 8,569                    |
|                          | <hr/> <hr/>              |

**12. Debtors**

|                                | 2023<br>£   | 2022<br>£   |
|--------------------------------|-------------|-------------|
| <b>Due within one year</b>     |             |             |
| Trade debtors                  | 33,881      | 73,323      |
| Other debtors                  | -           | 21,200      |
| Prepayments and accrued income | 12,125      | 15,561      |
|                                | <hr/>       | <hr/>       |
|                                | 46,006      | 110,084     |
|                                | <hr/> <hr/> | <hr/> <hr/> |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**13. Creditors: Amounts falling due within one year**

|                                        | <b>2023</b>     | <b>2022</b>    |
|----------------------------------------|-----------------|----------------|
|                                        | <b>£</b>        | <b>£</b>       |
| Trade creditors                        | <b>1,336</b>    | <b>9,388</b>   |
| Other taxation and social security     | <b>2,597</b>    | <b>-</b>       |
| Other creditors                        | <b>3,024</b>    | <b>13,431</b>  |
| Accruals and deferred income           | <b>43,607</b>   | <b>179,039</b> |
|                                        | <b>50,564</b>   | <b>201,858</b> |
|                                        | <b>2023</b>     | <b>2022</b>    |
|                                        | <b>£</b>        | <b>£</b>       |
| Deferred income at 1 September 2022    | <b>14,100</b>   | <b>-</b>       |
| Resources deferred during the year     | <b>18,040</b>   | <b>14,100</b>  |
| Amounts released from previous periods | <b>(14,100)</b> | <b>-</b>       |
|                                        | <b>18,040</b>   | <b>14,100</b>  |

Amounts deferred are deposits received for student placements for the 2022/2023 education year.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**14. Statement of funds**

**Statement of funds - current year**

|                           | Balance at 1<br>September<br>2022<br>£ | Income<br>£ | Expenditure<br>£ | Transfers<br>in/out<br>£ | Balance at<br>31 August<br>2023<br>£ |
|---------------------------|----------------------------------------|-------------|------------------|--------------------------|--------------------------------------|
| <b>Unrestricted funds</b> |                                        |             |                  |                          |                                      |
| General Funds             | 563,375                                | 648,942     | (744,948)        | 25,000                   | 492,369                              |
|                           | <hr/>                                  | <hr/>       | <hr/>            | <hr/>                    | <hr/>                                |
| <b>Restricted funds</b>   |                                        |             |                  |                          |                                      |
| Restricted Fund           | -                                      | 25,000      | -                | (25,000)                 | -                                    |
|                           | <hr/>                                  | <hr/>       | <hr/>            | <hr/>                    | <hr/>                                |
| <b>Total of funds</b>     | 563,375                                | 673,942     | (744,948)        | -                        | 492,369                              |
|                           | <hr/> <hr/>                            | <hr/> <hr/> | <hr/> <hr/>      | <hr/> <hr/>              | <hr/> <hr/>                          |

The specific purpose for which the funds are to be applied are as follows:

*Restricted funds*

These all relate to restricted government grants the application of which is limited to the conditions imposed by the respective funding agreements.

Transfers include qualifying expenditure related to restricted grant income

*Unrestricted funds*

Unrestricted general funds can be used to fulfil any of the charitable objects

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

|                           | <i>Income</i><br>£ | <i>Expenditure</i><br>£ | <i>Transfers<br/>in/out</i><br>£ | <i>Balance at<br/>31 August<br/>2022</i><br>£ |
|---------------------------|--------------------|-------------------------|----------------------------------|-----------------------------------------------|
| <b>Unrestricted funds</b> |                    |                         |                                  |                                               |
| General Funds             | 1,567,082          | (1,004,707)             | 1,000                            | 563,375                                       |
|                           | <u>1,567,082</u>   | <u>(1,004,707)</u>      | <u>1,000</u>                     | <u>563,375</u>                                |
| <b>Restricted funds</b>   |                    |                         |                                  |                                               |
| Restricted Fund           | 1,000              | -                       | (1,000)                          | -                                             |
|                           | <u>1,000</u>       | <u>-</u>                | <u>(1,000)</u>                   | <u>-</u>                                      |
| <b>Total of funds</b>     | <u>1,568,082</u>   | <u>(1,004,707)</u>      | <u>-</u>                         | <u>563,375</u>                                |

**Transfers between funds**

£25,000 was transferred from unrestricted funds into restricted funds in relation to expenditure relating to Market ITT reform grant.

**15. Summary of funds**

**Summary of funds - current year**

|                  | <b>Balance at 1<br/>September<br/>2022</b><br>£ | <b>Income</b><br>£ | <b>Expenditure</b><br>£ | <b>Transfers<br/>in/out</b><br>£ | <b>Balance at<br/>31 August<br/>2023</b><br>£ |
|------------------|-------------------------------------------------|--------------------|-------------------------|----------------------------------|-----------------------------------------------|
| General funds    | 563,375                                         | 648,942            | (744,948)               | 25,000                           | 492,369                                       |
| Restricted funds | -                                               | 25,000             | -                       | (25,000)                         | -                                             |
|                  | <u>563,375</u>                                  | <u>673,942</u>     | <u>(744,948)</u>        | <u>-</u>                         | <u>492,369</u>                                |

**Summary of funds - prior year**

|                  | <i>Income</i><br>£ | <i>Expenditure</i><br>£ | <i>Transfers<br/>in/out</i><br>£ | <i>Balance at<br/>31 August<br/>2022</i><br>£ |
|------------------|--------------------|-------------------------|----------------------------------|-----------------------------------------------|
| General funds    | 1,567,082          | (1,004,707)             | 1,000                            | 563,375                                       |
| Restricted funds | 1,000              | -                       | (1,000)                          | -                                             |
|                  | <u>1,568,082</u>   | <u>(1,004,707)</u>      | <u>-</u>                         | <u>563,375</u>                                |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

|                               | <b>Unrestricted<br/>funds<br/>2023<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 7,566                                        | 7,566                                 |
| Current assets                | 535,367                                      | 535,367                               |
| Creditors due within one year | (50,564)                                     | (50,564)                              |
| <b>Total</b>                  | <b>492,369</b>                               | <b>492,369</b>                        |

**Analysis of net assets between funds - prior year**

|                               | <i>Unrestricted<br/>funds<br/>2022<br/>£</i> | <i>Total<br/>funds<br/>2022<br/>£</i> |
|-------------------------------|----------------------------------------------|---------------------------------------|
| Tangible fixed assets         | 8,569                                        | 8,569                                 |
| Current assets                | 756,664                                      | 756,664                               |
| Creditors due within one year | (201,858)                                    | (201,858)                             |
| <b>Total</b>                  | <b>563,375</b>                               | <b>563,375</b>                        |

**17. Reconciliation of net movement in funds to net cash flow from operating activities**

|                                                                                | <b>2023<br/>£</b> | <b>2022<br/>£</b> |
|--------------------------------------------------------------------------------|-------------------|-------------------|
| Net income/expenditure for the year (as per Statement of Financial Activities) | <b>(71,007)</b>   | <b>563,375</b>    |
| <b>Adjustments for:</b>                                                        |                   |                   |
| Depreciation charges                                                           | 1,891             | 2,403             |
| Loss on the sale of fixed assets                                               | 370               | 1,042             |
| Decrease/(increase) in debtors                                                 | 64,078            | (110,084)         |
| Increase/(decrease) in creditors                                               | (151,293)         | 201,858           |
| <b>Net cash provided by/(used in) operating activities</b>                     | <b>(155,961)</b>  | <b>658,594</b>    |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**18. Analysis of cash and cash equivalents**

|                                        | 2023<br>£      | 2022<br>£      |
|----------------------------------------|----------------|----------------|
| Cash in hand                           | 481,360        | 638,580        |
| Notice deposits (less than 3 months)   | 8,000          | 8,000          |
| <b>Total cash and cash equivalents</b> | <b>489,360</b> | <b>646,580</b> |

**19. Analysis of changes in net debt**

|                          | At 1<br>September<br>2022<br>£ | Cash flows<br>£  | At 31<br>August 2023<br>£ |
|--------------------------|--------------------------------|------------------|---------------------------|
| Cash at bank and in hand | 646,580                        | (157,219)        | 489,361                   |
|                          | <b>646,580</b>                 | <b>(157,219)</b> | <b>489,361</b>            |

**20. Pension commitments**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £36,858 (2022: £17,910). £nil (2022: £nil) were payable to the fund at the balance sheet date and are included in creditors.

**21. Operating lease commitments**

At 31 August 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                                              | 2023<br>£     | 2022<br>£     |
|----------------------------------------------|---------------|---------------|
| Not later than 1 year                        | 12,000        | 12,000        |
| Later than 1 year and not later than 5 years | -             | 12,000        |
|                                              | <b>12,000</b> | <b>24,000</b> |

**22. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**23. Related party transactions**

The company has entered into the following related party transactions during the year, the transaction occurred with Monica Black who is a trustee and were carried out at arms length.

Monica Black Life Coach £4,061 (2022: £900)

There were no amounts outstanding at the year end

---

# Accounts

---

**Registered number: 13442286**  
**Charity number: 1196330**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**CONTENTS**

|                                                                                       | Page           |
|---------------------------------------------------------------------------------------|----------------|
| <b>Reference and administrative details of the Company, its Trustees and advisers</b> | <b>1</b>       |
| <b>Trustees' report</b>                                                               | <b>2 - 19</b>  |
| <b>Independent auditors' report on the financial statements</b>                       | <b>20 - 23</b> |
| <b>Statement of financial activities</b>                                              | <b>24</b>      |
| <b>Balance sheet</b>                                                                  | <b>25</b>      |
| <b>Statement of cash flows</b>                                                        | <b>26</b>      |
| <b>Notes to the financial statements</b>                                              | <b>27 - 38</b> |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
 FOR THE PERIOD ENDED 31 AUGUST 2022**

|                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Trustees</b>                  | Julie Winyard, Chair (appointed 7 June 2021)<br>Fiona Willett, Trustee (appointed 17 October 2022)<br>Mark Beyer-Woodgate, Trustee (appointed 7 June 2021)<br>Monica Black, Trustee (appointed 7 June 2021)<br>Deborah Caws, Trustee (appointed 24 June 2021)<br>Peter Malcolm, Trustee (appointed 7 June 2021)<br>Joanne Palmer-Tweed, Chief Executive (appointed 7 June 2021, resigned 6 August 2021)<br>Madelyne Rippon, Trustee (appointed 24 June 2021, resigned 17 October 2022)<br>Alison Smith, Trustee (appointed 7 June 2021, resigned 1 September 2022) |
| <b>Company registered number</b> | 13442286                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Charity registered number</b> | 1196330                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Registered office</b>         | Kingsridge House<br>601 London Road<br>Westcliff-On-Sea<br>Essex<br>SS09PE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Company secretary</b>         | S Rudgley                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Chief executive officer</b>   | J Palmer-Tweed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Independent auditors</b>      | MWS<br>Chartered Accountants<br>Registered Auditor<br>601 London Road<br>Westcliff On Sea<br>Essex<br>SS0 9PE                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Bankers</b>                   | Metro Bank<br>One Southampton Row<br>London<br>WC1B 5HA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

The Trustees present their annual report together with the audited financial statements of the Company for the period 7 June 2021 to 31 August 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

## **Objectives and activities**

### **a. Policies and objectives**

"To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators."

The demographic area of Southend, Essex and East London struggles to recruit enough good teachers to maintain supply of staff for local schools. Essex and Thames Education provides excellent training to localities, with the vast majority of trainees taking employment in local schools.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

### **b. Strategies for achieving objectives**

#### **2022 - 2025**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Develop a broader range of routes into teaching
- Develop mentor training in line with the new quality requirements (statutory from September '24)
- Support the work of The Eye of Boudica Initiative with a particular focus on developing training, with Anglia Ruskin University for schools on how to reduce peer-on-peer abuse.
- Identify new income streams for the charity

#### **2025-27**

- Develop training programmes with the independent sector
- Provide reasonably priced HLTA training programmes
- Develop consultancy through The Eye of Boudica Projects
- Develop a suite of consultancy and training including;
  - therapeutic programmes for schools and families
  - suicide prevention in young people
  - curriculum design and primary subject consultancy
- Reinstate the Africa research project

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Objectives and activities (continued)**

**c. Activities undertaken to achieve objectives**

During the 2021-2022 academic year, delivery of the Programme which:

- Was designed, led and overseen by schools
- Drew on the strengths of member schools
- Provided opportunities for trainees to learn from expert colleagues
- Provided centre-based and school-based training which were inextricably linked
- Ensured ECTs were immediately ready for their roles in school
- Supported ECTs collaboratively
- Engaged in ITT that impacts positively on the CPD of staff in schools
- Ensured all mentors are fully cognisant of the CCF and its evidence base
- Delivered programmes which create and support a culture of evidence informed practice in the partnership
- Ensured academic rigour
- Ensured all stakeholders have a voice
- Delivered programmes which impact positively on pupils' lives
- Provided equality of opportunity for all trainees
- Promoted inclusive practice and supports equality and diversity
- Ensured that trainee teachers are responsive and reflective
- Ensured that training happens in a nurturing environment
- Ensured that new teachers are able to plan their CPD effectively
- Produced well-rounded teachers who qualify as confident practitioners
- Produced teachers who have the necessary substantive knowledge to teach subjects with immediate competence
- Ensured that training is led by subject, phase and specialist practitioners
- Ensured that all training programmes are supported

**d. Main activities undertaken to further the Company's purposes for the public benefit**

Training was provided to 123 primary and secondary trainees. The vast majority of these trainees are employed in local schools benefiting the wider community by way of delivering good teaching to children and young people in the area.

**Achievements and performance**

**a. Main achievements of the Company**

Of the 123 trainees that commenced the course, 117 completed, a completion rate of 95%. Of trainees that completed the course, 5% were exceeding expectations in all areas of training. 105 Trainees are employed in schools in Essex and East London with 10 placed elsewhere and 2 taking up employment outside of education. Essex and Thames Education aims to train 100 new trainees each year and exceed expectations during the year.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

**b. Key performance indicators**

**Trainee Completion Rate**

The national average for award of QTS in the 2020-2021 year was 87%, this was down on the previous two years of 91% in each year. Performance profiles for 2021-2022 have not yet been released. Essex and Thames Education is performing above the national average with QTS awarded to 95% of trainees.

**Trainee Employment Rate**

91% of trainees that had completed the course with the award of QTS had secured employment at the end of their training year.

**Trainee Satisfaction Data:**

| Area                                                                                                                                             | Excellent | Good | Requires some improvement |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------|---------------------------|
| Overall quality of your training                                                                                                                 | 59%       | 41%  | 0%                        |
| The amount of practical experience in the course                                                                                                 | 75%       | 25%  | 0%                        |
| How good has your training been so far in preparing you to identify your own professional development needs?                                     | 63%       | 47%  | 0%                        |
| How good has your training been so far in preparing you to follow high standards of personal and professional conduct?                           | 84%       | 16%  | 0%                        |
| How good has your training been so far in preparing you to integrate the theoretical elements of your programme with your practical experiences? | 59%       | 41%  | 0%                        |
| How good has the guidance been so far in preparing you to stay up-to-date with educational research?                                             | 53%       | 47%  | 0%                        |
| How good has your training been so far in preparing you to take responsibility for pupil safeguarding?                                           | 72%       | 28%  | 0%                        |
| How good has your training been so far in developing your understanding of your responsibilities for Prevent?                                    | 63%       | 37%  | 0%                        |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

|                                                                                                                                                    |     |     |                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|--------------------------------------------------------|
| How good has your training been so far in preparing you to promote British values such as democracy, liberty, mutual respect and tolerance?        | 38% | 59% | 3%                                                     |
| How good has your training been so far in addressing issues relating to your own wellbeing?                                                        | 53% | 47% | 0%                                                     |
| How good has your training been so far in addressing issues relating to pupil wellbeing?                                                           | 47% | 53% | 0%                                                     |
| How supportive and effective is professional guidance given by your Personal Tutor?                                                                | 69% | 31% | 0%                                                     |
| How supportive and effective is pastoral support given by your Personal Tutor?                                                                     | 66% | 28% | 6% <i>(have not needed to access pastoral support)</i> |
| PT Average scores                                                                                                                                  | 68% |     | 3%                                                     |
| The quality of support from the SCITT Office                                                                                                       | 50% | 50% | 0%                                                     |
| The quality of teaching in online lectures                                                                                                         | 53% | 47% | 0%                                                     |
| How good has your training been so far in preparing you to understand behaviour and to maintain good behaviour in the classroom?                   | 59% | 38% | 3%                                                     |
| How good has your training been so far in preparing you to understand and apply pedagogy?                                                          | 56% | 44% | 0%                                                     |
| How good has your training been so far in preparing you to teach pupils across a range of academic abilities?                                      | 47% | 50% | 3%                                                     |
| How good has your training been so far in preparing you to teach pupils from all ethnic backgrounds?                                               | 47% | 47% | 6%                                                     |
| How good has your training been so far in preparing you to teach and assess the progress of pupils with special educational needs or disabilities? | 41% | 56% | 3%                                                     |
| How helpful has the guidance given in lectures been so far to help you to learn how to plan effective lessons?                                     | 38% | 59% | 3%                                                     |
| How good has your training been so far in preparing you to teach across the full range of subjects in the curriculum?                              | 56% | 41% | 3%                                                     |
| How good has your online training been so far in preparing                                                                                         | 50% | 50% | 0%                                                     |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

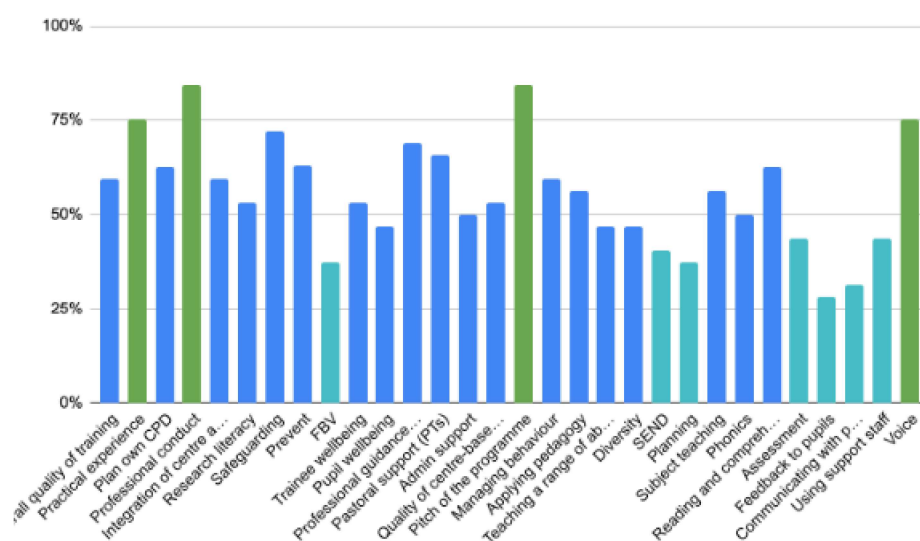
**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

|                                                                                                                                                                          |     |     |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|----|
| you to teach phonics?                                                                                                                                                    |     |     |    |
| How good has your training been so far in preparing you to teach reading and comprehension?                                                                              | 63% | 47% | 0% |
| Pupil Progress: How good has your training been so far at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching? | 44% | 56% | 0% |
| How good has your training been so far in preparing you to provide effective feedback to pupils?                                                                         | 28% | 69% | 3% |
| How good has your training been so far in preparing you to deploy support staff effectively.                                                                             | 44% | 50% | 6% |
| How good has your training been so far in preparing you to use your voice effectively?                                                                                   | 75% | 25% | 0% |

|                                                                                                | Pitched correctly | Too simple | Too complex                |
|------------------------------------------------------------------------------------------------|-------------------|------------|----------------------------|
| How well is online training pitched for your current level of skill and knowledge?             | 84%               | 9%         | 9%                         |
|                                                                                                | Excellent         | Good       | Severely impacted by Covid |
| How good has your training been so far in preparing you to communicate with parents or carers? | 31%               | 50%        | 19%                        |

Although pleasingly the lowest score was only 94% rated as good or better, in terms of improvement priorities it is helpful to compare the figures in the excellent category across areas.



**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

| Area                                                                                                 | Yes       | No   |                           |
|------------------------------------------------------------------------------------------------------|-----------|------|---------------------------|
| Induction: Were you given an explanation of safeguarding and other safety procedures in your school? | 94%       | 6%   |                           |
| Induction: Were you given copies of relevant school policies?                                        | 94%       | 6%   |                           |
| Did you have sufficient opportunities to observe good and outstanding teaching?                      | 94%       | 6%   |                           |
| Have you had a chance to teach phonics?                                                              | 100%      | 0%   |                           |
| Have you had a chance to teach early mathematics?                                                    | 94%       | 6%   |                           |
| Did you receive enough mentoring time from your School Mentor?                                       | 78%       | 22%  |                           |
| Area                                                                                                 | Excellent | Good | Requires some improvement |
| Placements: How would you rate the school environment in                                             | 72%       | 22%  | 6%                        |

|                                                                                                               |     |     |                                            |
|---------------------------------------------------------------------------------------------------------------|-----|-----|--------------------------------------------|
| terms of being welcoming to trainees?                                                                         |     |     |                                            |
| Placements: How would you rate the quality of information sharing about the pupils?                           | 69% | 31% | 0%                                         |
| How helpful was the lesson feedback you were given by your School Mentor                                      | 60% | 28% | 9%                                         |
| How helpful was the lesson feedback you were given by your Class Mentor?                                      | 69% | 25% | 6% (both the same person as school mentor) |
| Please rate the availability of planning time with your class mentor.                                         | 47% | 50% | 3%                                         |
| Please rate the quality of support from other school staff.                                                   | 66% | 34% | 0%                                         |
| Please rate the quality of target setting.                                                                    | 53% | 44% | 3%                                         |
| Please rate the quality of support to manage behaviour                                                        | 69% | 21% | 0%                                         |
| Please rate the quality of support to help you understand and apply pedagogy                                  | 47% | 53% | 0%                                         |
| Please rate the support that you received to plan lessons and understand the school curriculum                | 38% | 56% | 6%                                         |
| Please rate the quality support in school to make assessments to identify pupil progress                      | 59% | 41% | 0%                                         |
| Please rate the quality support in school to provide you with guidance in relation to professional behaviours | 51% | 49% | 0%                                         |
| Please rate the quality of professional discussions in terms of impact on your teaching.                      | 59% | 41% | 0%                                         |
| Please rate the quality of support for teaching children with SEND.                                           | 41% | 59% | 0%                                         |
| Please rate the quality of information and guidance relating to pupil premium.                                | 38% | 62% | 0%                                         |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

**Employee Satisfaction Data:**

|                                                                               | SCITT staff, Taught Sessions, PTs                                  |
|-------------------------------------------------------------------------------|--------------------------------------------------------------------|
| The SCITT is a pleasant place to work/ learn (either virtually or physically) | 100% Agreed                                                        |
| I look forward to working/ studying at the SCITT                              | 1 member SCITT staff responded 'a little bit'                      |
| Trainees in the SCITT treat me with respect                                   | 100% Agreed                                                        |
| (Other) staff in the SCITT treat me with respect                              | 100% Agreed                                                        |
| When I first came to the SCITT I was helped to settle in                      | 2 members SCITT staff responded 'not at all'                       |
| It is good to have people from different backgrounds in the SCITT             | 1 Taught Sessions 'not applicable'<br>1 SCITT staff 'a little bit' |
| Everyone is encouraged to speak up for what they believe is right.            | 100% Agreed                                                        |

**Employee Retention Rate**

The retention rate of staff is currently 100%

**Employee Absence Rate**

There were no staff absences during the year.

**Marketing Data**

Of the respondents to the questionnaire, 50% of trainees heard about the organisation via the website, 25% from the University partner, 15% from UCAS, 5% from the Get into Teaching website, 3% from South Essex College and 2% from partnership schools.

**Financial Performance**

The budget set for the 2021-2022 year aimed to be a balancing budget and to hold the reserves donated by Essex & Thames SCITT at the end of the 2020-2021 financial year. However, due to continued restrictions caused by the COVID pandemic, an underspend during the year occurred and this has increased reserves going into 2022-2023.

Performance against the budget is reviewed on a monthly basis and shared with Trustees and Finance, Pay, Resources and Audit committee members. This is discussed in further detail at the meetings of each board and committee three times per year.

For the 2022-2023 year, there is expected to be a spend into reserves as recruitment is down nationally.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

**c. Review of activities**

During the 2021-2022 academic year, Essex & Thames Education trained 123 trainees for the award of QTS, most trainees also undertook the option of the PGCE. The course was structured so that each trainee spent at least 120 days in school practice within two of the partnership schools and around 70 days in lectures. Support was provided by a Personal Tutor team, school mentors and members of the Senior Leadership Team. This particular year was challenging as there were further lockdown periods; adjustments had already been made to the course for the 2020/2021 AY and these were made available to the 21/22 trainees to ensure that trainees were given the best opportunity to complete the course and meet all of the required standards. Trainees were provided with extra support through additional 1:1 and group visits. Lectures were provided remotely, with trainees able to interact with the lecture team. The Senior Leadership Team worked with partnership Mentors and Senior Leadership to assist with delivery of the course and to offer support to schools in a challenging time.

**d. Factors relevant to achieve objectives**

Essex & Thames Education aims to train 100 trainees each year. Recruitment can be affected by outside influences, such as decisions by DfE to award or remove funding to routes into teaching. In years where funding is reduced, trainee numbers also decline before recovering. Primary routes, in particular, do not attract any DfE funding such as bursaries or funding for salaried places; this has an impact on recruitment. It is also known that during periods of recession trainee numbers will fall before recovering in the following years. Nationally, the number of trainees into the 22/23 and 23/24 years are down on the previous years, this is expected to recover in 2024/25, once the economy has improved or funding has been increased.

**e. Fundraising activities and income generation**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

**f. Investment policy and performance**

The Board of Trustees may invest to further the SCITT's charitable aims, but must ensure investment risk is properly managed. When considering an investment the board must:

- Act within its powers to invest as described in its articles;
- Exercise care and skill in investment decisions, taking advice as appropriate from a professional adviser;
- Ensure exposure to investment producers is tightly controlled so security of funds takes precedence over revenue maximisation;
- Ensure investment decisions are in the SCITT's best interests;
- Review the SCITT's investments and investment policy regularly.

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees.

Whilst the Board of Trustees has responsibility for the SCITT's finances, the Scheme of Delegation approved by them delegates responsibility to the Finance Committee:

- To monitor the Investments Policy to make recommendations with regard to managing, controlling and tracking financial exposure, and ensuring value for money; to review the SCITTs investments and investment policy on a regular basis
- The CFO is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

The investment objectives of Essex & Thames Education are:

- to achieve the best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

**Spending and liquidity policy**

- Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Finance Officer and Resources.
- The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.
- A sufficient balance must be held in the current account so that the SCITT's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.
- Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the SCITT.

No investments have been made during the period and there are no plans to make any investments in the immediate future. The CFO has reviewed the 3 year plan and the changes brought by the Market Reform will impact significantly on the cash flow of the organisation as funding will be received in arrear

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Achievements and performance (continued)**

**g. Duty to promote the success of the Company to achieve its charitable purposes**

Essex & Thames Education has a good reputation locally for delivery of teacher training programmes. It has excellent relationships with partnership schools. Performance data is published on the DfE website and allows applicants to make informed decisions about the course to which they wish to apply. Essex & Thames Education's website promotes the success of the organisation to attract applicants to the courses and the team are positive about the impact that the charity has. This maximises the chances of the organisation achieving a target of 100 trainees per year.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**b. Reserves policy**

The reserves held by Essex & Thames Education were acquired when the transfer of the accreditation was made from Runwell Community Primary School, operating as Essex and Thames SCITT, to the charity. In the academic years 2021-2022 and 2022-2023 it has been necessary to spend into reserves due to the ITT Market Reform due to the work this has created in making the bid, work on changes required to the curriculum and mentoring. The Market Reform was released only one year prior and it is policy changes such as these that make it vital to the future of the Charity that reserves are held. In addition, 50% of fees are received from Student Finance England in the final months of the course, which requires a healthy level of cash flow to ensure operations can take place. For example, in the 2022-2023 year, the cash flow forecast shows that in February 2022 there will be a negative cash flow of around £140,000. This is typical in each year.

**Recruitment**

The Covid-19 pandemic has seen a reduction in the number of applications to teacher training, this is a National trend. This has further been hampered by the current financial climate, with many unable to commit to training at this time. The 2022-2023 year and 2023-2024 have shown a reduction of around a third of successful candidates to the course and this has led to expected budget deficits in both years. It is currently unknown how recruitment will recover in 2024-2025.

**Income**

The usual expectation of recruitment to the course is around 100 trainees per year. Teacher training has been adversely affected by the Covid-19 pandemic and the current economic climate. Expected income into the 2022-2023 year is reduced by approximately a third of the usual expected income. There is an expected attrition rate of around 5% in each year, this is usually not an issue as recruitment often sits around 10% higher than expected, however in the 2022-2023 year the rate of attrition remained at 5% and has impacted financial performance in the year.

**Expenditure**

The board of Trustees undertake a thorough review of the proposed budgets each year. For the 2022-2023 and 2023-2024 year, staffing is to be maintained due to the work that will need to be undertaken for the ITT Market Review work to ensure that the course can still operate from 2024-2025. Cost savings were made where appropriate, however, this could not be at detriment to the course or trainee experience, therefore spending into reserves has been approved.

**Rational for Level of Reserves**

There a number of factors and risks that determine the level of reserves to be held by the charity, these include:

**Economic climate and detrimental effect to recruitment to ITT**

The effects of the Covid-19 pandemic

The realisation of fees through the Student Finance England payment schedules, being that 50% of the fees due are realised in the final months of the course, with expenditure at it greatest at the start of the course

Changing DfE policy around ITT

The risk of senior leadership absence and the requirement to cover the role - although absence insurance is held, this will not cover the entire costs should this situation arise

The Board of Trustees uses information supplied by the CEO and CFO to decide on the level of reserves to be held as a sum of designated funds for the next 3 years. Any reserves that are in excess of the designated reserves amount can be considered for investment purposes, guided by the investment policy.

The current economic climate, the after effects of Covid-19 and the current changes under the ITT Market reform show that it is not excessive for the current level of reserves to be held and it is vital to the going concern of the charity that these are maintained as far as possible.

**Review and Monitoring**

In the current climate, the policy will be reviewed regularly and updated accordingly. Matters relating to the financial performance of the charity are presented to the Board of Trustees and the Finance, Audit and Pay committee monthly; this assures that action can be taken swiftly if necessary. The Board of Trustees are being updated regularly by the CEO and Senior Leadership team regarding work around the ITT Market Review.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

Decisions around staffing levels and the payments made to schools for hosting trainees will be reviewed for the 2024/2025 academic year once recruitment opens in October 2023 and a better idea of the expected levels of recruitment can be obtained.

At the year end the trust had unrestricted funds totaling £563,375

**c. Principal risks and uncertainties**

Essex and Thames Education will seek to identify risks and take action to reduce the probability of them materialising and/or to limit their impact. All organisations are at risk of suffering loss or damage to their personnel, property, reputation and ability to deliver services through the occurrence of unforeseen events. While the timing of such events is unpredictable, it is usually feasible to identify the possibility and probability of them occurring.

The Board of Trustees has appointed the CEO to take overall control of the risk management process; as this role gives a global view of the activities of Essex and Thames Education.

The Board of Trustees act as the risk review panel. The annual risk management meeting may form part of a regular AGM.

The annual risk management meeting should take place before the budget setting process begins. Prior to the meeting, the strategic objectives of Essex and Thames Education (as stated in the SIP), and the current risk register will be circulated to The Board of Trustees, who shall be asked to submit what they consider to be risks to the achievement of the strategic and operational objectives of Essex and Thames Education.

Other school and Essex and Thames Education staff members may be consulted at this stage of the process. The chair of The Board of Trustees shall consider the risks submitted and compile a list of the main risks facing Essex and Thames Education.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**d. Financial risk management objectives and policies**

The objectives of the risk meeting are as follows:

- To discuss and agree that all involved are satisfied with the Chairperson's list of risks;
- determine the appropriate response to each risk;
- assess existing controls and determine appropriate action;
- allocate responsibility for action; and
- agree on future reporting and review procedures.

The Board of Trustees shall use the current risk register as the model format to classify the risks according to potential likelihood and impact, and decide whether to treat, terminate or tolerate each risk, according to impact and likelihood of each risk identified.

Value for money shall be considered in formulating an appropriate response to each risk, to avoid the over control of minor risks and the under-control of major ones.

It is likely that the assessment of controls will produce a list of actions required to produce an acceptable internal control system. Clear responsibilities should be allocated to these actions along with a deadline for the action to be completed and a scheduled date for review.

A final version of the risk register may be circulated to all relevant members of the organisation who shall be asked to confirm the accuracy of the register.

A copy shall be placed on the secure area of Essex and Thames Education Google Docs account so that all staff and Trustees are aware of the risks and the strategies in place to deal with them.

**e. Principal funding**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**Structure, governance and management**

**a. Constitution**

Essex & Thames Education is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Trustees are recommended by members of staff and partnership schools. At Trustee board meetings, any gaps in Trustee skill areas and ways of recruiting individuals with the necessary skills are discussed.

Once an individual has been identified, a recommendation is made to the Board of Trustees for a decision to appoint to be made by way of a vote.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

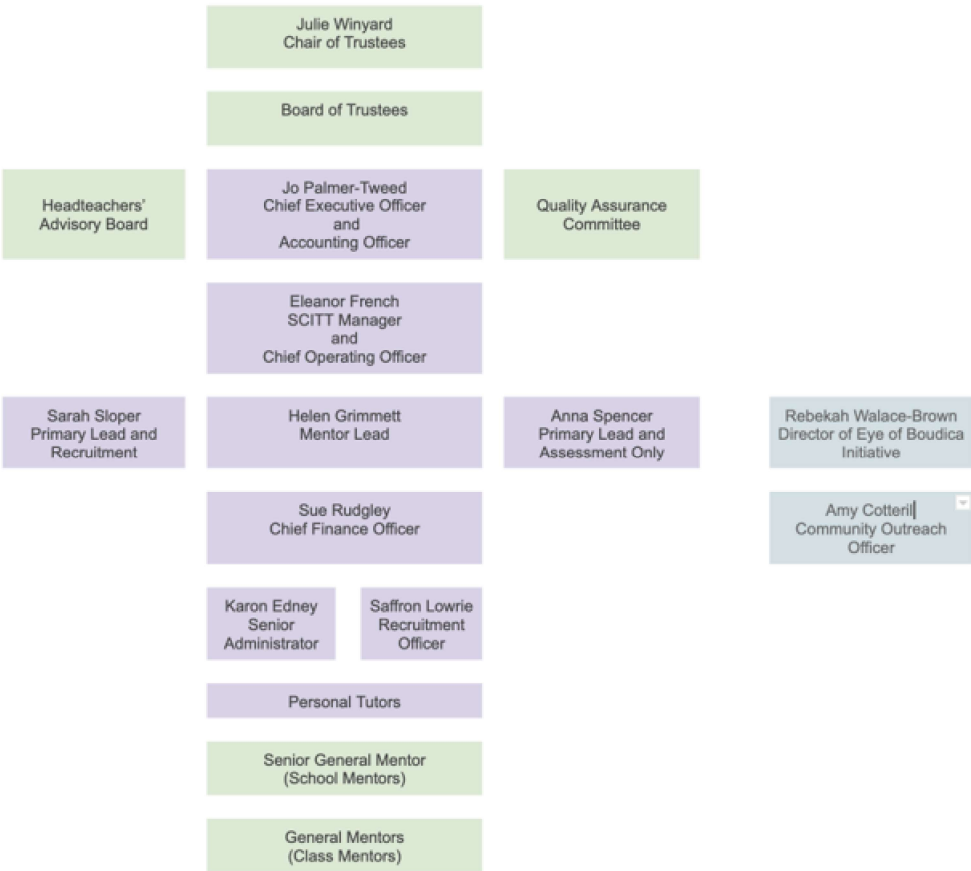
**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Structure, governance and management (continued)**

**c. Organisational structure and decision-making policies**

The Board of Trustees as overall responsibility for the organisation with responsibilities delegated to boards and committees as shown in the chart below. The Board of Trustees meets four times a year.

Organisation Structure:



Decisions for the day to day operations of the organisation are delegated by the Board of Trustees to the CEO ensuring that these remain within the scheme of delegation. Any decisions to be made that are outside the scope of the CEO according to the scheme of delegation are referred to the relevant Board or Committee for discussion before being presented to the Board of Trustees for approval.

The Trustees are responsible for the governance and supervision of the SCITT and its committees. The Trustees have a number of duties and responsibilities relating to the governance of the SCITT and its finances. In summary, The Trustees are responsible for:

- Establishing the vision, mission and values for the SCITT;
- Continuing to enhance the SCITT through meeting its objectives as expressed in its vision;
- Continuing to enhance the SCITT in accordance with the objects of the charity as set out in the Articles of Association and safeguarding the assets of the charity;
- Designing strategy and structure for the operation of the SCITT;
- The delegation of the running of the SCITT;
- Ensuring sound management and administration of the SCITT;

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Structure, governance and management (continued)**

- Financial controls and the financial management of the SCITT in accordance with the provisions of the SCITT finance regulations, which sets out in detail provisions for the financial management of the SCITT;
- Setting standards of conduct and values, monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon;
- Risk management, that is identifying, quantifying and devising systems to minimise the major risks affecting the SCITT; and
- Ensuring the activities of the SCITT are conducted in compliance with the general law.
- The Trustees must prepare for each financial year accounts as required by the Companies Acts. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- The Trustees must keep accounting records as required by the Companies Act.
- Comply with the requirements of the Charities Act 2011

The scheme of delegation sets out the decisions that can be made by the key staff, committees and Board of Trustees. The main responsibilities of the Board of Trustees is to:

- Committee membership - approve the removal and appointment of members
- Set the role description for the Chair and specific members
- Approve the appointment or removal of member schools
- The approval of the appointment and termination of employment of SCITT staff and the CEO
- Approval of the Terms of Reference for all committees and boards
- Approval of the Governance Structure
- Approval of succession plans
- Approval of the Risk register and contingency plans
- Approval of the SCITT policies
- Approval of the SCITT vision and strategy
- Approval and oversight of the budget
- Approval of the staff structure
- Approval of the progress on key priorities
- Approval of the responses to inspections and compliance visits
- Approval of the scheme of delegation
- Approval of the Audit report
- Approval of rates of pay for all staff

**d. Policies adopted for the induction and training of Trustees**

Trustees are provided with a handbook and are supported by experienced Trustees on the board and have support from the CEO, SCITT Manager and CFO.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Structure, governance and management (continued)**

**e. Pay policy for key management personnel**

**Setting of Executive Pay**

The board of trustees must ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration.

The board must discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

Process - that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented;

Independence - decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided;

Robust decision making - factors in determining pay and benefits are clear, including whether training outcomes and financial performance considerations, and the degree of challenge in the role, have been taken into account;

Proportionality - pay and benefits represent good value for money and are defensible relative to the public sector market;

Commercial interests - ensuring the board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the SCITT to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Academies Accounts Direction;

Documentation - the rationale behind the decision making process, including whether the level of pay and benefits reflects value for money, is recorded and retained;

A basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term;

Understanding that inappropriate pay and benefits can be challenged by DfE, particularly in instances of poor financial management of the SCITT.

**Publication of executive pay**

The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10K bandings, as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the SCITT's own pension costs. The trust is not required under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish information on the website and on the governments reporting website about the gender pay gap as it has less than 250 employees.

**Tax arrangements for senior employees**

The trust must ensure its senior employees payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's Review of the Tax Arrangements of Public Sector Appointees which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to PAYE with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a fine by HM Treasury.

**f. Related party relationships**

A register of business interests is kept and is regularly updated and presented to the board of trustees four times a year.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Plans for future periods**

**2022 - 2025**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Develop a border range of routes into teaching
- Develop mentor training in line with the new quality requirements (statutory from September '24)
- Support the work of The Eye of Boudica Initiative with a particular focus on developing training, with Anglia Ruskin University for schools on how to reduce peer-on-peer abuse.
- Identify new income streams for the charity

**2025-27**

- Develop training programmes with the independent sector
- Provide reasonably priced HLTA training programmes
- Develop consultancy through The Eye of Boudica Projects
- Develop a suite of consultancy and training including;
- therapeutic programmes for schools and families
- suicide prevention in young people
- curriculum design and primary subject consultancy
- Reinstate the Africa research project

**Members' liability**

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' 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 period. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

**Disclosure of information to auditors**

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**Auditors**

The auditors, MWS, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 3 March 2023 and signed on their behalf by:



**Julie Winyard**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ESSEX & THAMES EDUCATION**

**Opinion**

We have audited the financial statements of Essex & Thames Education (the 'charitable company') for the period ended 31 August 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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, including Financial Reporting Standard 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 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the period 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 United Kingdom, including the Financial Reporting Council'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.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ESSEX & THAMES EDUCATION**  
**(CONTINUED)**

**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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.

**Opinion 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' report for the financial period for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

**Responsibilities of trustees**

As explained more fully in the Trustees' responsibilities statement, 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.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ESSEX & THAMES EDUCATION**  
**(CONTINUED)**

**Auditors' 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 Auditors' 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 is detailed below:

We obtained an understanding of the legal and regulatory frameworks applicable to the Company and the industry in which it operates. We determined that the following laws and regulations were most significant: the Companies Act 2006, Safeguarding, employment law and public sector pay and conditions. We enquired of management to obtain an understanding of how the Charity is complying with those legal and regulatory frameworks and whether they had any knowledge of actual or suspected fraud. We corroborated the results of our enquiries through our review of the board minutes for the year. We did not identify any matters relating to material non compliance with laws and regulation or matters in relation to fraud; as non-material breaches would not normally be communicated within this report.

We obtained an understanding of how the Company is complying with those legal and regulatory frameworks by making inquiries of management and those responsible for legal and compliance procedures;

In assessing the potential risks of material misstatement, we obtained an understanding of the Company's operations, including its objectives and strategies to understand the expected financial statement disclosures and business risks that may result in risks of material misstatement;

In assessing the appropriateness of the collective competence and capabilities of the engagement team, the engagement partner considered the engagement team's: understanding of, and practical experience with, audit engagements of a similar nature and complexity through appropriate training and participation the specialist skills required and knowledge of the industry in which the client operates.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included: assessing the design effectiveness of controls management has in place to prevent and detect fraud; challenging assumptions and judgments made by management in its significant accounting estimates; identifying and testing journal entries, in particular manual journal entries made at year end for financial statement preparation; and assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the related financial statement item.

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 noncompliance.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ESSEX & THAMES EDUCATION**  
**(CONTINUED)**

Auditors' 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 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

*Jonathan Gorridge*

**Jonathan Gorridge FCA (Senior statutory auditor)**

for and on behalf of

**MWS**

Chartered Accountants  
Registered Auditor

601 London Road

Westcliff On Sea

Essex

SS0 9PE

3 March 2023

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE PERIOD ENDED 31 AUGUST 2022**

|                                    | Note | Restricted<br>funds<br>2022<br>£ | Unrestricted<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|------------------------------------|------|----------------------------------|------------------------------------|-----------------------------|
| <b>Income from:</b>                |      |                                  |                                    |                             |
| Donations and legacies             | 3    | 1,000                            | 553,094                            | 554,094                     |
| Charitable activities              | 4    | -                                | 1,013,988                          | 1,013,988                   |
| <b>Total income</b>                |      | <b>1,000</b>                     | <b>1,567,082</b>                   | <b>1,568,082</b>            |
| <b>Expenditure on:</b>             |      |                                  |                                    |                             |
| Charitable activities              | 5    | -                                | 1,004,707                          | 1,004,707                   |
| <b>Total expenditure</b>           |      | <b>-</b>                         | <b>1,004,707</b>                   | <b>1,004,707</b>            |
| <b>Net income</b>                  |      | <b>1,000</b>                     | <b>562,375</b>                     | <b>563,375</b>              |
| Transfers between funds            | 14   | (1,000)                          | 1,000                              | -                           |
| <b>Net movement in funds</b>       |      | <b>-</b>                         | <b>563,375</b>                     | <b>563,375</b>              |
| <b>Reconciliation of funds:</b>    |      |                                  |                                    |                             |
| Net movement in funds              |      | -                                | 563,375                            | 563,375                     |
| <b>Total funds carried forward</b> |      | <b>-</b>                         | <b>563,375</b>                     | <b>563,375</b>              |

The Statement of financial activities includes all gains and losses recognised in the period.

The notes on pages 27 to 38 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2022**

|                                                | Note | 2022<br>£     |
|------------------------------------------------|------|---------------|
| <b>Fixed assets</b>                            |      |               |
| Tangible assets                                | 10   | 8,569         |
|                                                |      | <hr/> 8,569   |
| <b>Current assets</b>                          |      |               |
| Debtors                                        | 11   | 110,084       |
| Cash at bank and in hand                       |      | 646,580       |
|                                                |      | <hr/> 756,664 |
| Creditors: amounts falling due within one year | 12   | (201,858)     |
|                                                |      | <hr/>         |
| <b>Net current assets</b>                      |      | 554,806       |
|                                                |      | <hr/>         |
| <b>Total assets less current liabilities</b>   |      | 563,375       |
|                                                |      | <hr/>         |
| <b>Net assets excluding pension asset</b>      |      | 563,375       |
|                                                |      | <hr/>         |
| <b>Total net assets</b>                        |      | 563,375       |
|                                                |      | <hr/> <hr/>   |
| <b>Charity funds</b>                           |      |               |
| Restricted funds                               | 14   | -             |
| Unrestricted funds                             | 14   | 563,375       |
|                                                |      | <hr/>         |
| <b>Total funds</b>                             |      | 563,375       |
|                                                |      | <hr/> <hr/>   |

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 03 March 2023 and signed on their behalf by:



**Julie Winyard**

The notes on pages 27 to 38 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

|                                                           | <b>2022</b><br><b>£</b> |
|-----------------------------------------------------------|-------------------------|
| <b>Cash flows from operating activities</b>               |                         |
| Net cash used in operating activities                     | <b>658,594</b>          |
| <b>Cash flows from investing activities</b>               |                         |
| Assets donated on incorporation                           | <b>(12,014)</b>         |
| <b>Net cash used in investing activities</b>              | <b>(12,014)</b>         |
| <b>Cash flows from financing activities</b>               |                         |
| <b>Net cash provided by financing activities</b>          | <b>-</b>                |
| <b>Change in cash and cash equivalents in the period</b>  | <b>646,580</b>          |
| <b>Cash and cash equivalents at the end of the period</b> | <b>646,580</b>          |

The notes on pages 27 to 38 form part of these financial statements

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**1. General information**

Essex & Thames Education is a company limited by guarantee and incorporated in England. It is also a registered charity, Number 1196330

Its registered address is Kingsridge House, 601 London Road, Westcliff-On-Sea, Essex, SS0 9PE  
Its principle place of business is Powers Hall Academy, Spa Road, Witham, Essex, CM8 1NA

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Essex & Thames Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.3 Expenditure**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**2. Accounting policies (continued)**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.4 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

**2.5 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

|                  |   |                      |
|------------------|---|----------------------|
| Office equipment | - | 20% Reducing balance |
|------------------|---|----------------------|

**2.6 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.7 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**2. Accounting policies (continued)**

**2.8 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.9 Financial instruments**

The Company only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.10 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the period.

**2.11 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**2.12 Redundancy payments**

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately when the charity has a detailed formal plan in place which has either: been announced to those affected, or the charity has initiated implementation of that plan.

**3. Income from donations and legacies**

| Restricted<br>funds<br>2022<br>£ | Unrestricted<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|----------------------------------|------------------------------------|-----------------------------|
|----------------------------------|------------------------------------|-----------------------------|

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**3. Income from donations and legacies (continued)**

|                   | Restricted<br>funds<br>2022<br>£ | Unrestricted<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|-------------------|----------------------------------|------------------------------------|-----------------------------|
| Donations         | -                                | 553,094                            | 553,094                     |
| Government grants | 1,000                            | -                                  | 1,000                       |
|                   | <u>1,000</u>                     | <u>553,094</u>                     | <u>554,094</u>              |

Essex & Thames Education SCITT donated their funds totalling £553,094 to the charity. This is made up of the cash balance of £379,027, office equipment with a net book value of £12,014, and the remaining net assets totalling £162,053.

**4. Income from charitable activities**

|           | Unrestricted<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|-----------|------------------------------------|-----------------------------|
| Education | <u>1,013,988</u>                   | <u>1,013,988</u>            |

**5. Analysis of expenditure on charitable activities**

**Summary by fund type**

|              | Unrestricted<br>funds<br>2022<br>£ | Total<br>2022<br>£ |
|--------------|------------------------------------|--------------------|
| Direct costs | <u>1,004,707</u>                   | <u>1,004,707</u>   |

**Summary by expenditure type**

|              | Staff costs<br>2022<br>£ | Depreciation<br>2022<br>£ | Other costs<br>2022<br>£ | Total<br>2022<br>£ |
|--------------|--------------------------|---------------------------|--------------------------|--------------------|
| Direct costs | <u>445,861</u>           | <u>2,403</u>              | <u>556,443</u>           | <u>1,004,707</u>   |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**6. Analysis of expenditure by activities**

|           | Activities<br>undertaken<br>directly<br>2022<br>£ | Support<br>costs<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|-----------|---------------------------------------------------|-------------------------------|-----------------------------|
| Education | 908,583                                           | 96,124                        | <b>1,004,707</b>            |

**Analysis of direct costs**

|                    | Activities<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|--------------------|-------------------------|-----------------------------|
| Staff costs        | 445,861                 | <b>445,861</b>              |
| Lecturers          | 103,770                 | <b>103,770</b>              |
| SBM                | 104,160                 | <b>104,160</b>              |
| Personal Tutors    | 93,585                  | <b>93,585</b>               |
| Assessment         | 126,489                 | <b>126,489</b>              |
| Other direct costs | 34,718                  | <b>34,718</b>               |
|                    | <u>908,583</u>          | <u><b>908,583</b></u>       |

**Analysis of support costs**

|                         | Activities<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|-------------------------|-------------------------|-----------------------------|
| Depreciation            | 2,403                   | <b>2,403</b>                |
| Other support costs     | 41,958                  | <b>41,958</b>               |
| Resources               | 12,052                  | <b>12,052</b>               |
| Audit costs             | 6,600                   | <b>6,600</b>                |
| Loss on disposal        | 1,042                   | <b>1,042</b>                |
| Utilities               | 3,472                   | <b>3,472</b>                |
| Insurance               | 4,230                   | <b>4,230</b>                |
| Rent                    | 23,467                  | <b>23,467</b>               |
| Internal control review | 900                     | <b>900</b>                  |
|                         | <u>96,124</u>           | <u><b>96,124</b></u>        |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**7. Auditors' remuneration**

|                                                                                      | <b>2022<br/>£</b> |
|--------------------------------------------------------------------------------------|-------------------|
| Fees payable to the Company's auditor for the audit of the Company's annual accounts | <b>6,600</b>      |

**8. Staff costs**

|                                                      | <b>2022<br/>£</b> |
|------------------------------------------------------|-------------------|
| Wages and salaries                                   | <b>378,660</b>    |
| Social security costs                                | <b>32,094</b>     |
| Contribution to defined contribution pension schemes | <b>35,107</b>     |
|                                                      | <b>445,861</b>    |

Ex-gratia payments have been made to staff who have TUPEd over from the previous SCITT now that the staff have moved to a pension scheme that is less favourable to the local authority pension scheme they previously belonged to. The total of ex-gratia payments made in the year were £25,164.71

During the year a redundancy payment of £12,705 was made to 1 member of staff.

The average number of persons employed by the Company during the period was as follows:

|             | <b>2022<br/>No.</b> |
|-------------|---------------------|
| Management  | <b>4</b>            |
| Admin staff | <b>4</b>            |
|             | <b>8</b>            |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                                | <b>2022<br/>No.</b> |
|--------------------------------|---------------------|
| In the band £90,001 - £100,000 | <b>1</b>            |

Remuneration paid to key management personnel during the year amounted to £203,748 including £180,169 of gross pay and £23,579 of employer's pension.

**9. Trustees' remuneration and expenses**

During the period, no Trustees received any remuneration or other benefits.

During the period ended 31 August 2022, no Trustee expenses have been incurred

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**10. Tangible fixed assets**

|                                   | Office<br>equipment<br>£ |
|-----------------------------------|--------------------------|
| <b>Cost or valuation</b>          |                          |
| Disposals                         | (6,416)                  |
| Assest inherited on incorporation | 22,926                   |
|                                   | <hr/>                    |
| At 31 August 2022                 | 16,510                   |
|                                   | <hr/>                    |
| <b>Depreciation</b>               |                          |
| Charge for the period             | 2,403                    |
| On disposals                      | (5,374)                  |
| Inherited on incorporation        | 10,912                   |
|                                   | <hr/>                    |
| At 31 August 2022                 | 7,941                    |
|                                   | <hr/>                    |
| <b>Net book value</b>             |                          |
| At 31 August 2022                 | 8,569                    |
|                                   | <hr/> <hr/>              |

**11. Debtors**

|                                | 2022<br>£   |
|--------------------------------|-------------|
| <b>Due within one year</b>     |             |
| Trade debtors                  | 73,323      |
| Other debtors                  | 21,200      |
| Prepayments and accrued income | 15,561      |
|                                | <hr/>       |
|                                | 110,084     |
|                                | <hr/> <hr/> |

**12. Creditors: Amounts falling due within one year**

|                              | 2022<br>£   |
|------------------------------|-------------|
| Trade creditors              | 9,388       |
| Other creditors              | 13,431      |
| Accruals and deferred income | 179,039     |
|                              | <hr/>       |
|                              | 201,858     |
|                              | <hr/> <hr/> |

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

|                                      | <b>2022</b>   |
|--------------------------------------|---------------|
|                                      | <b>£</b>      |
| Resources deferred during the period | <b>14,100</b> |

Amounts deferred are deposits received for student placements for the 2022/2023 education year.

**13. Financial instruments**

|                                                                        | <b>2022</b>    |
|------------------------------------------------------------------------|----------------|
|                                                                        | <b>£</b>       |
| <b>Financial assets</b>                                                |                |
| Financial assets measured at fair value through income and expenditure | <b>646,580</b> |

Financial assets measured at fair value through income and expenditure comprise....

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**14. Statement of funds**

**Statement of funds - current period**

|                           | Income<br>£      | Expenditure<br>£   | Transfers<br>in/out<br>£ | Balance at<br>31 August<br>2022<br>£ |
|---------------------------|------------------|--------------------|--------------------------|--------------------------------------|
| <b>Unrestricted funds</b> |                  |                    |                          |                                      |
| General Funds             | 1,567,082        | (1,004,707)        | 1,000                    | 563,375                              |
| <b>Restricted funds</b>   |                  |                    |                          |                                      |
| Restricted Fund           | 1,000            | -                  | (1,000)                  | -                                    |
| <b>Total of funds</b>     | <b>1,568,082</b> | <b>(1,004,707)</b> | <b>-</b>                 | <b>563,375</b>                       |

**Transfers between funds**

£1,000 was transferred from unrestricted funds into restricted funds in relation to expenditure relating to covid extension funding.

**15. Summary of funds**

**Summary of funds - current period**

|                  | Income<br>£      | Expenditure<br>£   | Transfers<br>in/out<br>£ | Balance at<br>31 August<br>2022<br>£ |
|------------------|------------------|--------------------|--------------------------|--------------------------------------|
| General funds    | 1,567,082        | (1,004,707)        | 1,000                    | 563,375                              |
| Restricted funds | 1,000            | -                  | (1,000)                  | -                                    |
|                  | <b>1,568,082</b> | <b>(1,004,707)</b> | <b>-</b>                 | <b>563,375</b>                       |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

|                               | Restricted<br>funds<br>2022<br>£ | Restricted<br>funds -<br>class ii<br>2022<br>£ | Unrestricted<br>funds<br>2022<br>£ | Total<br>funds<br>2022<br>£ |
|-------------------------------|----------------------------------|------------------------------------------------|------------------------------------|-----------------------------|
| Tangible fixed assets         | -                                | -                                              | 8,569                              | 8,569                       |
| Current assets                | -                                | -                                              | 756,664                            | 756,664                     |
| Creditors due within one year | -                                | -                                              | (201,858)                          | (201,858)                   |
| <b>Total</b>                  | <b>-</b>                         | <b>-</b>                                       | <b>563,375</b>                     | <b>563,375</b>              |

**Analysis of net assets between funds - prior period**

|              | <i>Total<br/>funds<br/>2021<br/>£</i> |
|--------------|---------------------------------------|
| <b>Total</b> | <b>-</b>                              |

**17. Reconciliation of net movement in funds to net cash flow from operating activities**

|                                                                      | 2022<br>£      |
|----------------------------------------------------------------------|----------------|
| Net income for the period (as per Statement of Financial Activities) | 563,375        |
| <b>Adjustments for:</b>                                              |                |
| Depreciation charges                                                 | 2,403          |
| Loss on the sale of fixed assets                                     | 1,042          |
| Decrease/(increase) in debtors                                       | (110,084)      |
| Increase in creditors                                                | 201,858        |
| <b>Net cash provided by operating activities</b>                     | <b>658,594</b> |

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 31 AUGUST 2022**

**18. Analysis of cash and cash equivalents**

|                                        | 2022<br>£      |
|----------------------------------------|----------------|
| Cash in hand                           | 638,580        |
| Notice deposits (less than 3 months)   | 8,000          |
| <b>Total cash and cash equivalents</b> | <b>646,580</b> |

**19. Analysis of changes in net debt**

|                          | Cash flows<br>£ | At 31<br>August 2022<br>£ |
|--------------------------|-----------------|---------------------------|
| Cash at bank and in hand | 646,580         | 646,580                   |
|                          | <b>646,580</b>  | <b>646,580</b>            |

**20. Pension commitments**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £17,910. £nil were payable to the fund at the balance sheet date and are included in creditors.

**21. Operating lease commitments**

At 31 August 2022 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|                                              | 2022<br>£     |
|----------------------------------------------|---------------|
| Not later than 1 year                        | 12,000        |
| Later than 1 year and not later than 5 years | 12,000        |
|                                              | <b>24,000</b> |

**22. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 AUGUST 2022**

**23. Related party transactions**

The company has entered into the following related party transactions during the year, the transaction occurred with Monica Black who is a trustee.

Monica Black Life Coach £900

There were no amounts outstanding at the year end