

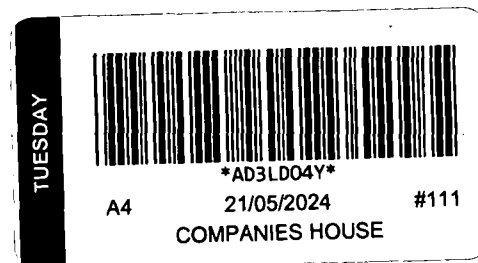
Registered number: 13442286
Charity number: 1196330

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
Reference and administrative details of the Company, its Trustees and advisers	1
Trustees' report	2 - 26
Independent examiner's report	27
Statement of financial activities	28
Balance sheet	29 - 30
Statement of cash flows	31
Notes to the financial statements	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**

Trustees	Julie Winyard, Chair Fiona Willett, Trustee (appointed 17 October 2022) Mark Beyer-Woodgate, Trustee Monica Black, Trustee Deborah Caws, Trustee Peter Malcolm, Trustee (resigned 1 June 2023) Artemi Sakellariadis, Trustee (appointed 25 January 2023) Michael Tait, Trustee (appointed 9 November 2023) Alison Smith, Trustee (resigned 1 September 2022)
Company registered number	13442286
Charity registered number	1196330
Registered office	Kingsridge House 601 London Road Westcliff-On-Sea Essex SS09PE
Company secretary	S Rudgley
Chief executive officer	J Palmer-Tweed
Accountants	MWS Chartered Accountants Registered Auditor 601 London Road Westcliff On Sea Essex SS0 9PE
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 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

July 2023	July 2022
- It's good to have people from different backgrounds in the SCITT	
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)

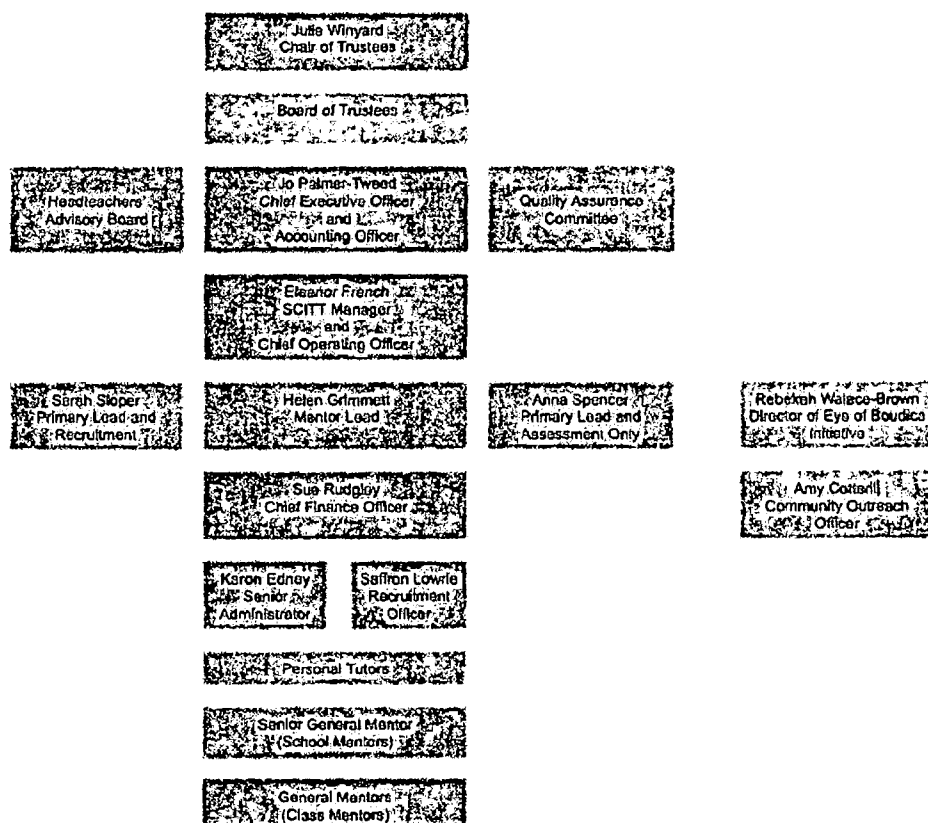
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

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 funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	25,000	-	25,000	554,094
Charitable activities	4	-	648,909	648,909	1,013,988
Investments	5	-	32	32	-
Total income		25,000	648,941	673,941	1,568,082
Expenditure on:					
Charitable activities	6	-	744,948	744,948	1,004,707
Total expenditure		-	744,948	744,948	1,004,707
Net income/(expenditure)		25,000	(96,007)	(71,007)	563,375
Transfers between funds	14	(25,000)	25,000	-	-
Net movement in funds		-	(71,007)	(71,007)	563,375
Reconciliation of funds:					
Total funds brought forward		-	563,375	563,375	-
Net movement in funds		-	(71,007)	(71,007)	563,375
Total funds carried forward		-	492,368	492,368	563,375

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 £	2022 £
Fixed assets			
Tangible assets	11	7,566	8,569
		<u>7,566</u>	<u>8,569</u>
Current assets			
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)
Net current assets		<u>484,803</u>	<u>554,806</u>
Total assets less current liabilities		<u>492,369</u>	<u>563,375</u>
Net assets excluding pension asset		<u>492,369</u>	<u>563,375</u>
Total net assets		<u><u>492,369</u></u>	<u><u>563,375</u></u>
Charity funds			
Restricted funds	14	-	-
Unrestricted funds	14	492,369	563,375
Total funds		<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 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	(155,961)	658,594
Cash flows from investing activities		
Purchase of tangible fixed assets	(1,259)	-
Assets donated on incorporation	-	(12,014)
Net cash used in investing activities	(1,259)	(12,014)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(157,220)	646,580
Cash and cash equivalents at the beginning of the year	646,580	-
Cash and cash equivalents at the end of the year	<u>489,360</u>	<u>646,580</u>

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

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
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

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Education	648,909	648,909	1,013,988
	<u>648,909</u>	<u>648,909</u>	<u>1,013,988</u>
<i>Total 2022</i>	<u>1,013,988</u>	<u>1,013,988</u>	

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
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 funds 2023 £	Total 2023 £	Total 2022 £
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 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £	Total 2022 £
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 undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
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

	Activities 2023 £	Total funds 2023 £	Total funds 2022 £
Staff costs	393,408	393,408	445,861
Lecturers	53,080	53,080	103,770
SBM	46,290	46,290	104,160
Personal Tutors	70,295	70,295	93,585
Assessment	73,200	73,200	126,489
Other direct costs	26,699	26,699	34,718
	<u>662,972</u>	<u>662,972</u>	<u>908,583</u>
<i>Total 2022</i>	<u>908,583</u>	<u>908,583</u>	

Analysis of support costs

	Activities 2023 £	Total funds 2023 £	Total funds 2022 £
Depreciation	1,891	1,891	2,403
Other support costs	29,084	29,084	41,958
Resources	14,364	14,364	12,052
Audit costs	4,860	4,860	6,600
Loss on disposal	370	370	1,042
Utilities	2,230	2,230	3,472
Insurance	5,092	5,092	4,230
Rent	23,185	23,185	23,467
Internal control review	900	900	900
	<u>81,976</u>	<u>81,976</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 £	2022 £
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: All assurance services not included above	<u>540</u>	<u>-</u>

9. Staff costs

	2023 £	2022 £
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 No.	2022 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 No.	2022 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 equipment £
Cost or valuation	
At 1 September 2022	16,510
Additions	1,259
Disposals	(1,412)
	<hr/>
At 31 August 2023	16,357
	<hr/>
Depreciation	
At 1 September 2022	7,941
Charge for the year	1,891
On disposals	(1,042)
	<hr/>
At 31 August 2023	8,790
	<hr/>
Net book value	
At 31 August 2023	7,567
	<hr/> <hr/>
At 31 August 2022	8,569
	<hr/> <hr/>

12. Debtors

	2023 £	2022 £
Due within one year		
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

	2023 £	2022 £
Trade creditors	1,336	9,388
Other taxation and social security	2,597	-
Other creditors	3,024	13,431
Accruals and deferred income	43,607	179,039
	<u>50,564</u>	<u>201,858</u>
	2023 £	2022 £
Deferred income at 1 September 2022	14,100	-
Resources deferred during the year	18,040	14,100
Amounts released from previous periods	(14,100)	-
	<u>18,040</u>	<u>14,100</u>

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 September 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2023 £
Unrestricted funds					
General Funds	563,375	648,942	(744,948)	25,000	492,369
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Restricted funds					
Restricted Fund	-	25,000	-	(25,000)	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total of funds	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> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Balance at 31 August 2022</i> £
Unrestricted funds				
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>
Restricted funds				
Restricted Fund	1,000	-	(1,000)	-
	<u>1,000</u>	<u>-</u>	<u>(1,000)</u>	<u>-</u>
Total of funds	<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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2023 £
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> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Balance at 31 August 2022</i> £
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

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	7,566	7,566
Current assets	535,367	535,367
Creditors due within one year	(50,564)	(50,564)
Total	492,369	492,369

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	8,569	8,569
Current assets	756,664	756,664
Creditors due within one year	(201,858)	(201,858)
Total	563,375	563,375

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

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(71,007)	563,375
Adjustments for:		
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
Net cash provided by/(used in) operating activities	(155,961)	658,594

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 £	2022 £
Cash in hand	481,360	638,580
Notice deposits (less than 3 months)	8,000	8,000
Total cash and cash equivalents	489,360	646,580

19. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	646,580	(157,219)	489,361
	646,580	(157,219)	489,361

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 £	2022 £
Not later than 1 year	12,000	12,000
Later than 1 year and not later than 5 years	-	12,000
	12,000	24,000

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