

Registered number: 13442286
Charity number: 1196330

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

CONTENTS

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

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

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

Objectives and activities

a. Policies and objectives

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

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

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

b. Strategies for achieving objectives

2023 - 26

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

2026-28

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

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

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

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

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

Achievements and performance

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

a. Main achievements of the Company

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

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

b. Key performance indicators

Trainee Completion Rate

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

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

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

Trainee Employment Rate and Locality

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

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

Trainee Satisfaction Data:

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

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

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

This compares to:

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

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

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

This was comparable to

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

This compares to:

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

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

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

This compares to:

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

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

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

This compares to:

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

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

100% of respondents answered excellent

This compares to:

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

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

100% of respondents answered excellent

This compared to:

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

- Please rate the quality of support from the SCITT Office

100% of respondents answered excellent

This compares to:

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

- Please rate the quality of teaching in lectures

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

This compared to

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

2023/2024)

100% of respondents answered 'pitched correctly'.

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

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

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

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

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

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

21.7% excellent and 78.3% good in 2022/2023

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

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

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

8.7% excellent, 78.2% good and 13.1%

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

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

57.1% of respondents answered excellent

28.6% of respondents answered good

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

This compares:

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

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

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

57.1% of respondents answered excellent

42.9% of respondents answered good

This compares to:

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

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

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

57.1% of respondents answered excellent

42.9% of respondents answered good

This compares to:

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

curriculum?

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

This compares to:

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

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

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

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

This compares to:

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

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

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

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

This compares to:

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

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

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

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

This compares to:

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

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

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

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

This compares to:

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

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

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

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

This compares to:

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

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

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

42.9% of respondents answered excellent

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

57.1% of respondents answered good

This compares to:

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

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

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

This compares to:

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

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

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

This compares to:

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

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

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

This compares to:

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

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

100% answered that their needs were met.

This compares to:

95.5% answering 'seen plenty' and 4.5% answering 'would have benefitted from seeing more' in 2022/2023
94% answering yes and 6% no in 2021/2022

- Did you have sufficient opportunities to teach phonics?

85.7% of respondents answered yes
14.3% of respondents answered no

100% answered yes in 2022/2023
100% answered yes in 2021/2022

- Did you have sufficient opportunities to teach early mathematics?

100% of respondents answered yes

This compares to:

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

This compares to:

73.9% excellent, 26.1% good in 2022/2023

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

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

100% of respondents answered excellent

This compares to:

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

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

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

100% of respondents answered yes

This compares to:

95.5% yes and 4.5% no in 2022/2023

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

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

100% of respondents answered excellent

This compares to:

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

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

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

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

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

66% excellent and 34% good in 2021/2022

- Please rate the quality of target setting.

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

47.8% excellent and 52.2% good in 2022/2023

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

- Please rate the quality of support to manage behaviour.

100% of respondents answered excellent

This compares to:

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

69% excellent and 21% good in 2021/2022

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

100% of respondents answered excellent

This compares to:

39.1% excellent and 60.9% good in 2022/2023

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

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

100% of respondents answered excellent

This compares to:

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

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

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

100% of respondents answered excellent

This compares to:

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

59% excellent and 41% good in 2021/2022

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

71.4% of respondents answered excellent

28.6% of respondents answered good

This compares to:

47.8% excellent and 52.2% good in 2022/2023

51% excellent and 49% good in 2021/2022

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

100% of respondents answered excellent

This compares to:

47.8% excellent and 52.2% good in 2022/2023

51% excellent and 49% good in 2021/2022

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

85.7% of respondents answered excellent

14.3% of respondents answered good

This compares to:

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

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

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

71.4% of respondents answered excellent

14.3% of respondents answered good

14.3% of respondents answered requires some improvement

This compares to:

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

38% excellent and 62% good for 2021/2022

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

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

Trainee Satisfaction Survey: Actions

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

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

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

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

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

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

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

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

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

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

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

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

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

Actions

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

Employee Retention Rate

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

Employee Absence Rate

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

Marketing Data

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

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

Financial Performance

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

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

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

c. Review of activities

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

d. Factors relevant to achieve objectives

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

e. Fundraising activities and income generation

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

f. Investment policy and performance

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

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

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

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

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

The investment objectives of Essex & Thames Education are:

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

Spending and liquidity policy

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Achievements and performance (continued)

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

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

Financial review

a. Going concern

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

b. Reserves policy

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

Recruitment

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

Income

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

Expenditure

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

Rational for Level of Reserves

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

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Review and Monitoring

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

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

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

c. Principal risks and uncertainties

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

d. Financial risk management objectives and policies

The objectives of the risk meeting are as follows:

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

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

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

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

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

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

e. Principal funding

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

Structure, governance and management

a. Constitution

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

b. Methods of appointment or election of Trustees

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

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

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

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

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Structure, governance and management (continued)

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

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

d. Policies adopted for the induction and training of Trustees

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Structure, governance and management (continued)

e. Pay policy for key management personnel

Setting of Executive Pay

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

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

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

Publication of executive pay

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

Tax arrangements for senior employees

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

f. Related party relationships

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Structure, governance and management (continued)

g. Financial risk management

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

Plans for future periods

2025-28

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Continue to embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Develop and promote the Apprenticeship Route into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

Members' liability

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

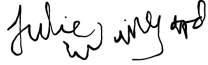
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

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

Approved by order of the members of the board of Trustees on 14 April 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Julie Winyard', with a stylized flourish at the end.

Julie Winyard

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

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

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

Signed: *Jonathan Gorridge*
Jonathan Gorridge FCA

Dated: 14 April 2025
ICAEW

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations and legacies	3	-	-	25,000
Charitable activities	4	506,145	506,145	648,909
Investments	5	156	156	32
Total income		506,301	506,301	673,941
Expenditure on:				
Charitable activities	6	602,714	602,714	744,948
Total expenditure		602,714	602,714	744,948
Net movement in funds		(96,413)	(96,413)	(71,007)
Reconciliation of funds:				
Total funds brought forward		492,368	492,368	563,375
Net movement in funds		(96,413)	(96,413)	(71,007)
Total funds carried forward		395,955	395,955	492,368

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

The notes on pages 31 to 45 form part of these financial statements.

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

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	5,789	7,566
		<u>5,789</u>	<u>7,566</u>
Current assets			
Debtors	12	36,708	46,006
Cash at bank and in hand		369,181	489,360
		<u>405,889</u>	<u>535,366</u>
Creditors: amounts falling due within one year	13	(15,723)	(50,564)
Net current assets		<u>390,166</u>	<u>484,802</u>
Total assets less current liabilities		<u>395,955</u>	<u>492,368</u>
Net assets excluding pension asset		<u>395,955</u>	<u>492,368</u>
Total net assets		<u><u>395,955</u></u>	<u><u>492,368</u></u>
Charity funds			
Restricted funds	14	-	-
Unrestricted funds	14	395,955	492,368
Total funds		<u><u>395,955</u></u>	<u><u>492,368</u></u>

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

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

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

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

The financial statements were approved and authorised for issue by the Trustees on 14 April 2025 and signed on their behalf by:



Julie Winyard

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

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

The notes on pages 31 to 45 form part of these financial statements.

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(119,081)	(155,961)
Cash flows from investing activities		
Purchase of tangible fixed assets	(1,099)	(1,259)
Net cash used in investing activities	(1,099)	(1,259)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(120,180)	(157,220)
Cash and cash equivalents at the beginning of the year	489,360	646,580
Cash and cash equivalents at the end of the year	369,180	489,360

The notes on pages 31 to 45 form part of these financial statements

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. General information

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

Its registered address is Kingsridge House, 601 London Road, Westcliff-On-Sea, Essex, SS0 9PE
Its principle place of business is Powers Hall Academy, Spa Road, Witham, Essex, CM8 1NA

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.2 Income

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

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

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

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

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

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

2.3 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2. Accounting policies (continued)

2.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.5 Interest receivable

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

2.6 Tangible fixed assets and depreciation

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

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

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

Depreciation is provided on the following basis:

Office equipment	-	20% Reducing balance
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2.7 Debtors

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

2.8 Cash at bank and in hand

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

2.9 Liabilities and provisions

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

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

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2. Accounting policies (continued)

2.10 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Pensions

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

2.12 Fund accounting

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

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

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

2.13 Redundancy payments

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

3. Income from donations and legacies

	Restricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Government grants	-	-	25,000
	<hr/>	<hr/>	<hr/>
<i>Total 2023</i>	25,000	25,000	
	<hr/>	<hr/>	

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Education	506,145	506,145	648,909
	<hr/>	<hr/>	<hr/>
<i>Total 2023</i>	648,909	648,909	
	<hr/>	<hr/>	

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Investment income - local cash	156	156	32
	<hr/>	<hr/>	<hr/>
<i>Total 2023</i>	32	32	
	<hr/>	<hr/>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Total 2024 £	<i>Total 2023 £</i>
Direct costs	602,714	602,714	744,948
	<hr/>	<hr/>	<hr/>
<i>Total 2023</i>	744,948	744,948	
	<hr/>	<hr/>	

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

6. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2024 £	Depreciation 2024 £	Other costs 2024 £	Total 2024 £	Total 2023 £
Direct costs	368,873	1,832	232,009	602,714	744,948
<i>Total 2023</i>	<i>393,408</i>	<i>1,891</i>	<i>349,649</i>	<i>744,948</i>	

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Education	537,770	64,944	602,714	744,948
<i>Total 2023</i>	<i>662,972</i>	<i>81,976</i>	<i>744,948</i>	

Analysis of direct costs

	Activities 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	368,873	368,873	393,408
Lecturers	35,958	35,958	53,080
SBM	-	-	46,290
Personal Tutors	48,685	48,685	70,295
Assessment	55,800	55,800	73,200
Other direct costs	28,454	28,454	26,699
	537,770	537,770	662,972
<i>Total 2023</i>	<i>662,972</i>	<i>662,972</i>	

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Depreciation	1,832	1,832	1,891
Other support costs	22,068	22,068	29,084
Resources	8,344	8,344	14,364
Audit costs	5,400	5,400	4,860
Loss on disposal	1,044	1,044	370
Utilities	2,403	2,403	2,230
Insurance	4,963	4,963	5,092
Rent	17,990	17,990	23,185
Internal control review	900	900	900
	<u>64,944</u>	<u>64,944</u>	<u>81,976</u>
<i>Total 2023</i>	<u>81,976</u>	<u>81,976</u>	

8. Independent examiner's remuneration

	2024 £	<i>2023 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	4,752	4,320
Fees payable to the Company's independent examiner in respect of: All assurance services not included above	<u>648</u>	<u>540</u>

9. Staff costs

	2024 £	<i>2023 £</i>
Wages and salaries	302,158	337,020
Social security costs	26,829	19,530
Contribution to defined contribution pension schemes	39,886	36,858
	<u>368,873</u>	<u>393,408</u>

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

9. Staff costs (continued)

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

	2024	2023
	No.	No.
Management	3	3
Admin staff	3	3
	6	6

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

	2024	2023
	No.	No.
In the band £80,001 - £90,000	1	1

Remuneration paid to key management personnel during the year amounted to £224,710 (2023: £215,916) including £193,564 (2023: £185,746) of gross pay and £31,146 (2023: £30,170) of employers pension contributions.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 -

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Tangible fixed assets

	Office equipment £
Cost or valuation	
At 1 September 2023	16,357
Additions	1,099
Disposals	(4,177)
At 31 August 2024	<u>13,279</u>
Depreciation	
At 1 September 2023	8,790
Charge for the year	1,447
On disposals	(2,748)
At 31 August 2024	<u>7,489</u>
Net book value	
At 31 August 2024	<u><u>5,790</u></u>
<i>At 31 August 2023</i>	<u><u>7,566</u></u>

12. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	6,499	33,881
Prepayments and accrued income	30,209	12,125
	<u><u>36,708</u></u>	<u><u>46,006</u></u>

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

13. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	2,460	1,336
Other taxation and social security	-	2,597
Other creditors	-	3,024
Accruals and deferred income	13,263	43,607
	<u>15,723</u>	<u>50,564</u>
	<u>15,723</u>	<u>50,564</u>
	2024	2023
	£	£
Deferred income at 1 September 2023	18,040	14,100
Resources deferred during the year	7,242	18,040
Amounts released from previous periods	(18,040)	(14,100)
	<u>7,242</u>	<u>18,040</u>
	<u>7,242</u>	<u>18,040</u>

Amounts deferred are deposits received for student placements for the 2024/2025 education year.

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
Unrestricted funds				
General Funds	492,368	506,301	(602,714)	395,955

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

Restricted funds

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

Transfers include qualifying expenditure related to restricted grant income

Unrestricted funds

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

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

14. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds					
General Funds	563,374	648,942	(744,948)	25,000	492,368
Restricted funds					
Restricted Fund	-	25,000	-	(25,000)	-
Total of funds	<u>563,374</u>	<u>673,942</u>	<u>(744,948)</u>	<u>-</u>	<u>492,368</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 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
General funds	<u>492,368</u>	<u>506,301</u>	<u>(602,714)</u>	<u>395,955</u>

Summary of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2023 £</i>
General funds	563,374	648,942	(744,948)	25,000	492,368
Restricted funds	-	25,000	-	(25,000)	-
	<u>563,374</u>	<u>673,942</u>	<u>(744,948)</u>	<u>-</u>	<u>492,368</u>

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	5,789	5,789
Current assets	405,889	405,889
Creditors due within one year	(15,723)	(15,723)
Total	395,955	395,955

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
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

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

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	(96,413)	(71,007)
Adjustments for:		
Depreciation charges	1,832	1,891
Loss on the sale of fixed assets	1,044	370
Decrease in debtors	9,298	64,078
Decrease in creditors	(34,842)	(151,293)
Net cash used in operating activities	(119,081)	(155,961)

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

18. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	361,180	481,360
Notice deposits (less than 3 months)	8,000	8,000
Total cash and cash equivalents	369,180	489,360

19. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	489,361	(120,180)	369,181
	489,361	(120,180)	369,181

20. Pension commitments

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £39,885 (2023: £36,858). £nil (2023: £nil) were payable to the fund at the balance sheet date and are included in creditors.

21. Operating lease commitments

At 31 August 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	12,000	12,000

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

	2024 £	2023 £
Operating lease rentals	12,000	12,000
Changes in lease payments arising from COVID-19 related rent concessions	-	-

ESSEX & THAMES EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

22. Members' liability

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

23. Related party transactions

The company has entered into the following related party transactions during the year, the transaction occurred with Monica Black who is a trustee and were carried out at arms length.

Monica Black Life Coach £nil (2023: £4,061)

There were no amounts outstanding at the year end