



The Association of Surgeons in Training (ASiT)

THE ASSOCIATION OF SURGEONS IN TRAINING
(Founded 1976)
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CHARITY NUMBER: **1196477**
COMPANY NUMBER: **08652651**

**Trustees Annual Report (TAR)
&
End of Year Accounts
(up to 31st August 2023)**

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This report has been formulated under the guidance of Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRSSE) Charity SORP, with additional large charity information.

1. Charity aims and objectives

1.1 How the charity is run and what it does

Association of Surgeons in Training (ASiT) is a professional organisation and charitable limited company based in the United Kingdom, formed in 1976. It represents the interests of surgical trainees of Great Britain and the Republic of Ireland, including both junior doctors pursuing a career in surgery and those in the early stages of their medical training (medical students with an interest in surgery). No Trustee, Executive Committee Member, Council Committee Member, or Ordinary Member has received a salary from the Charity and the committee members work on a voluntary basis on behalf of the charity.

ASiT aims to promote excellence within surgical training and therefore high-quality patient care. The Charity enhances the education, training, and professional development of surgical trainees by providing support, advocacy, and resources. The organisation plays a crucial role in representing the collective voice of trainees and works to address the challenges and issues they face during their training.

Key functions and activities of the Association of Surgeons in Training include:

- **Advocacy and Representation:** ASiT acts as a representative body for surgical trainees in the United Kingdom (UK) and Republic of Ireland (ROI), **advocating for the interests of surgical trainees and their patients**. ASiT works with other medical bodies and organisations to influence policies related to surgical training and workforce issues. Through elected council members, ASiT represents charity members on over 50 committees and boards related to surgical training and surgical trainees. The Charity also publishes position statements and academic research to influence developments in surgical training.
- **Educational Programmes and Resources:** The organisation provides educational events, workshops, and conferences to enhance the learning and skills development of surgical trainees. ASiT also provides access to electronic learning resources and educational materials. The most significant event of the year is the **ASiT Conference**, held in the spring each year. The Charity has also provided a wide range of competitive grants, bursaries and awards to members throughout the year, all for activities relating to surgical training.
- **Research and Publications:** ASiT supports member research activities by offering the opportunity to present their work at conferences. ASiT also provides online resources related to research methodology and aims to enhance surgical trainees participation in research.
- **Wellness and Support Initiatives:** Recognising the challenges and stress faced by surgical trainees, ASiT promotes initiatives to improve trainees' mental health and overall well-being such as dedicated breakout areas during conferences, a mentoring scheme and online signposting to relevant self-help resources.



- Networking and Collaboration: ASiT facilitates networking among surgical trainees, allowing them to connect with peers and experienced surgeons, fostering a supportive and collaborative environment.
- Professional Development: The organisation provides guidance on career progression and professional development opportunities for surgical trainees.

What the charity does:

Education/training

The Advancement Of Health Or Saving Of Lives

Who the charity helps:

The General Public/mankind

How the charity helps:

- Makes Grants To Individuals
- Makes Grants To Organisations
- Provides Advocacy/advice/information
- Sponsors Or Undertakes Research
- Acts As An Umbrella Or Resource Body

Where the charity operates:

Throughout the United Kingdom and Ireland

Registration history:

09 November 2021: Standard registration

Organisation type: Charitable company

Other names: ASiT (Working name); ASSOCIATION OF SURGEONS IN TRAINING (Working name); ASiT Events Ltd

Company number: [08652651](https://www.gov.uk/lookup?company-number=08652651)

Land and property: This charity does not own and/or lease land or property

Constitutional Objectives

To promote and encourage for the benefit of the public the study of, and research into, the practice of surgery and the training of surgeons and to disseminate knowledge and hold discussions on the results of such study and research.

Powers in furtherance but not otherwise of these objects

- (a) To provide a forum for the advancement of knowledge in all respects of the study of surgery and the training of surgeons.
- (b) To promote collaboration and the dissemination of information among members and all others working in surgery or concerned in the scientific investigations relevant to surgery by holding lectures, meetings and discussions, by producing publications, and by such other means as the Council or its Executive Committee may from time to time decide.
- (c) To effect liaison and collaboration with other surgical societies or organisations concerned with the study of surgical disease and techniques.

Constitution and Rules

The Association shall consist of the following members:

- (a) Honorary Members may be elected by the Council from persons nominated by the Executive Committee for their distinguished service to the practice of surgery or training of surgeons. Such honorary members shall not pay subscriptions, nor shall they be entitled to vote on any business of the Association. They may receive without payment the publications of the Association and attend its scientific meetings.
- (b) Ordinary Members may be elected by the Council on the nomination of the Executive Committee from persons who have made an application to the Associate Honorary Secretary. Suitable candidates shall have a medical degree, or be enrolled in a medical school authorised to award a medical degree, and an interest in participating in a higher surgical training programme in a recognised surgical specialty. Such members shall receive without payment the publications of the Association and are entitled to attend scientific, general and annual general meetings of the Association and vote in connection with any business of the Association. Ordinary membership shall lapse after the expiration of two years from the date of their appointment to a substantive post as consultant.
- (c) Temporary Members may be elected from among persons not otherwise eligible for ordinary membership with such rights and privileges, (other than the right to hold office and to vote) as the Council or the Executive Committee shall from time to time determine. Such temporary members shall be elected in like manner as ordinary members.

Officers

The following officers (who are volunteers to the charity) are appointed to the Association together with such other Officers as the Council or the Executive Committee shall from time to time determine:

- (a) A President is elected annually by the ordinary members at the annual general meeting on the nomination of the Council, to hold office for a term of one year. All Presidential candidates must be supported by a quorum of Directors. An outgoing President shall not be eligible for re-election if there is a suitable candidate for the role. If no suitable Council member stands for Presidential election, the current President should continue in post. If this can be achieved within six months the new President should fulfil

a term of less than one year and standard election should take place at the next formal election timepoint. If a new President is elected more than six months later, the term should include the full next year's term in addition to the remainder of the existing year's term. Any Presidential candidate must carry the support of the current President and a quorum of Directors.

(b) Up to two Vice Presidents are elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years.

(c) An Honorary Secretary shall and, where the Council determines appropriate, an (d) Associate Honorary Secretary may, be elected by the ordinary members at an annual general meeting on the nomination of the Council to hold office for two years.

(e) An Honorary Treasurer shall be elected by the ordinary members at an annual general meeting on the nomination of the Council to hold office for two years.

(f) A Director of Education shall be elected by the ordinary members at an annual general meeting on the nomination of the Council to hold office for two years.

(g) A Communications Officer shall be elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years.

(h) A Social Media Officer shall be elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years.

(i) A Webmaster shall be elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years.

(j) A Yearbook & App Officer shall be elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years.

(k) A Conference Coordinator may be elected by the ordinary members at the annual general meeting on the nomination of the Council to hold office for two years, should this be deemed appropriate by the outgoing president.

1.5. The Council and its Executive Committee

(a) The Council

The business of the Association is conducted by the Council, which has such powers as are necessary to carry out any measure required to further the objects for the wellbeing of the Association. Subject to any regulations approved by a majority of the ordinary members at an annual general meeting, the Council consists of a representative or representatives as determined by Council or the Executive Committee from each of the following regions of England and Scotland: Eastern, East Midlands, West Midlands, London - Kent Sussex & Surrey, London - North East Thames, London - North West Thames, London - South East Thames, London - South West Thames, Mersey, Northern, North West, Northern Ireland, Republic of Ireland, Oxford, Peninsula, Severn, Wales, Wessex, and Yorkshire, Scotland - East, Scotland - North, Scotland - South East, and Scotland – West together with representatives from each of the recognised surgical trainee specialty groups, a representative of the armed forces, a representative for Academic Training Programme, medical student representative, foundation programme

representative, core surgical training representative, innovation representative, an equality and diversity officer, a mentorship lead, a robotics representative, an Interface Training Oversight Group (ITOG) representative, an Associate Trainee Editor (Royal College of Surgeons of England Bulletin) Representative, a Trainee Editor of Surgery Journal representative, a Trainee Editor Journal of Surgical Simulation representative and a representative of the National Research Collaborative group. A Deputy Mentorship Lead may be elected should the executive feel this is required, and if determined by the above processes.

These representatives are members elected at the annual general meeting of the Association on the nomination of the Executive Committee to hold office for two years from first appointment with an interim review at 1 year. The Council has the power to appoint representatives temporarily to vacant posts until the next annual general meeting takes place. The Council has the power to determine the procedure at its meetings and the mode and frequency of convening the same.

(b) The Executive Committee

The Executive Committee of the Council is composed of the President, Immediate Past President, up to two Vice President(s), Honorary Secretary (and, in some years, an Associate Honorary Secretary), Honorary Treasurer, Communications Officer, Social Media Officer, Director of Education, Webmaster, Year Book and App Lead and Conference Coordinator. Additional ex-officio members are permitted at the discretion of the Incoming President.

1.6. Subscriptions

Members (other than Honorary Members and Temporary Members) pay an annual subscription of £40 for medical students and £60 otherwise. The sum is determined by the Executive Committee, and fixed at an annual general meeting of the Association. The subscription is paid to the Honorary Treasurer on joining the Association and subsequently on the anniversary of this date each year in April. The sum is discounted to £50 if paid through direct debit, and a 6-month suspension of the annual subscription is offered for its members on parental leave.

1.7. Meetings of Members

The Association holds an annual general meeting at which subjects on the agenda and the annual accounts are presented and discussed. The President is elected for the following year and, as and when necessary, up to two Vice President(s), Honorary Secretary (+/- Associate Honorary Secretary), Honorary Treasurer, Communications Officer, Social Media Officer, Director of Education, Webmaster, Year Book and App Lead and Conference Coordinator and the members of the Council are elected for their respective periods of office. Extraordinary general meetings are convened by the Directors, President or the Council or the Executive Committee to deal with any special business of the Association at any time by giving 14 days prior written notice to members identifying the special business to be discussed. Members may vote by proxy by writing to the Honorary Secretary prior to the date of the meeting.

1.8 Directors/Trustees

The property investments and assets of the Association and any documents relating thereto may be held in the name of not less than three members of the Association selected by the Council to act as Directors/Trustees of the Association for such purpose. The Directors/Trustees shall normally include a Past President and Honorary Treasurer, and may include other individuals from the Executive Committee or Past Presidents. All Directors/Trustees should have held positions on the Executive Committee in the past.

The Trustees have had regard to the Charity Commission's guidance on public benefit.

1.9 Strategies for achieving stated aims and objectives and criteria for success

Stated aims and objectives:

The Association of Surgeons' in Training main aims and objectives are promoting the **highest standards in surgical training, which is our mission statement**. This is achieved through a combination of representation at external meetings, advocacy for surgical trainees and providing educational opportunities and events. This charity runs in the public benefit by ensuring that the surgeons of the future receive high quality surgical training in order to provide surgical patients in the United Kingdom and Ireland with the highest standards of care.

As stated in the constitution, ASiT is composed of a Board of Trustees (who are surgical consultants or surgical registrars) who have all been historically on the Executive Committee of ASiT who provide overall guidance and governance. However, the charity's daily activities are run by the **elected Executive and Council members, who are all surgical trainees**. This is to ensure the charity is run for surgical trainees, by surgical trainees in line with our mission statement.

The Executive Committee **leads the daily running** of the charity, the main objectives of each volunteer are below, however the committee functions as a whole with **oversight** from the Directors. Each Executive Volunteer is expected to contribute on average up to twenty hours a month towards the charity to meet their objectives, Council Volunteers are likely to contribute up to ten hours per month towards the charity. These will naturally vary around work schedules and individual roles.

Executive Role	Main objectives	How do we measure success in the objective
President	- To lead the Association, obtain consensus, advocate for trainees, represent at external meetings and ensure the overall mission statement of the charity is maintained	- Professional relationships with external parties are maintained - Trainees feel represented by ASiT - ASiT continues to represent trainees on a national scale with different surgical and training stakeholders
Vice Presidents	- To support the President with the oversight of the Association - To ensure running of the Silver Scalpel Educational Awards - To ensure allocation of Executive / Council to represent ASiT at external meetings - Recruitment of council	- Nominations are received for the silver scalpel awards and applications are processed using standardised methodology with good record keeping - ASiT continues to represent surgical trainee voice at all relevant meetings so trainees views are represented - Council representatives are appointed following triple blind marking

	members	
Director of Education	- To run the Annual ASiT Conference Pre-conference surgical training courses - To assist in running high-quality courses throughout the year - Represents surgical trainees nationally on educational and examination related external meetings	- Positive feedback from course delegates - Ongoing presence at external meetings - Educational benefit to surgical trainees above and beyond their standard training and curriculum
Treasurer	- To ensure timely management of expense processing and payments - To ensure VAT / HMRC returns are accurate and timely - Support the financial governance of the charity alongside the Trustees	- Volunteers are remunerated for charity related expenses promptly - Accurate financial returns / compliant accounts - Trustee feedback / oversight
Honorary Secretary and Associate Honorary Secretary	- To develop partnerships with industry to provide sponsorship both financial and material to help ASiT deliver its educational opportunities - Ensuring existing relationships are regularly reviewed and new avenues for growth and development explored - Developing a sustainable strategy with the communications team to attract further sponsorship and manage requests	- Maintains long-term relationship with industry partners - Ensures longevity of ASiT by ensuring sponsorship income for our educational etc - Review with treasurer sponsorship portfolio yearly
Social Media and Communications	- Develop clear social media and communication strategies to appropriately disseminate educational opportunities, advocacy work and grants/bursaries to membership - Work with rest of executive and council to create workflows to allow teams to effectively utilise social media and communication platforms making the most of ASiT's digital presence	- ASiT's advocacy and position statements are read and distributed to members - Increased membership engagement - Analysis of social media metrics looking at engagement and impact of communication strategies

Conference Coordinator	- Ensures an annual conference occurs - Organises a pre-conference weekend for planning	- Regular attendees at conference (eg >500) - Positive conference feedback - Ensuring conference is within a specified budget alongside the treasurer
Yearbook Editor and App Lead	- Development of annual yearbook to be disseminated at conference highlighting work the charity has carried out throughout the year - Development of a sustainable app to help engage with members and sponsors more	- The yearbook is produced to a high standard and is able to be distributed at conference - Key stakeholders included in yearbook eg all four Royal College Presidents - Application downloads - reflects use
Website and Bursary Liaison	- Maintenance of asit.org website and ensuring it remains up to date with relevant input from executive and council members - Keeping a record and management of bursaries and grants and ensuring appropriate oversight is achieved in the delivery of bursaries	- Engagement metrics of website - Development of further features of the website to allow members a better digital experience - Ensuring all bursaries are appropriately awarded to the highest calibre candidates

All of these objectives are effectively long term as the personnel in these roles change every one to two years as per the constitution. However long term goals and objectives include:

- Establish a reserve fund to ensure long-term financial stability and support ongoing programs and initiatives for surgical trainees.
- Expand the range of training courses and grants offered, including international fellowships, mentorship programs, and specialised workshops, to cover all aspects of surgical training.
- Continue in maintaining a leading voice in shaping healthcare policies affecting surgical trainees by actively participating in government consultations and policy discussions.
- Establish a research fund to support innovative projects and studies conducted by surgical trainees, focusing on improving surgical practices and patient outcomes.
- Develop a global network of surgical trainees and professionals to share knowledge, best practices, and support international collaborations.

Council Committee members also play a key role in meeting the objectives of the charity. A breakdown of objectives of each members can be found below:

Council Role	Main objectives	How we measure success in the objective
Regional Representatives	- Point of contact for trainees in their region - Escalation of local and regional issues to be discussed at a national level - Involvement in the dissemination of work being carried out by ASiT advocating for training issues - Involvement in delivering educational content for their regional members	- Attendance at council meetings - Organisation of regional events (at least one a year) - Attendance and delivery of workshops at ASiT flagship events
Speciality Representatives	- Point of contact for their specialty for surgical trainees - Escalation of local and regional issues that are specialty specific to be discussed at a national level - Involvement in the dissemination of work being carried out by ASiT advocating for specialty specific training issues - Involvement in delivering educational content in their specific specialty in collaboration with ASiT	- Attendance at Council Meetings - Working with their specialty organisation to organise and deliver specialty specific grants - Attendance and delivery of specialty specific workshops at ASiT flagship events
Equality, Diversity and Inclusivity (EDI) Officer	- Development, ratification and implementation of a fair and equitable equality and diversity policy across the organisation - Providing a framework and point of contact for council members and members of the charity to raise issues related to equality, diversity and inclusivity - Attendance and representation of ASiT at national stakeholder meetings looking at EDI in the surgical workforce	- Delivery and publication of our EDI policy with regular updates - Review of cases dealt with in line with our EDI policy - Organisation of educational events at ASiT flagship events raising awareness of EDI issues within the surgical workforce
Mentoring and Deputy Mentoring Lead	- Development, organisation and delivery of the national mentoring programme - Upskilling of interested mentors to provide them with the necessary skills to engage with mentees - Management of mentoring network	- Review of mentors and mentees in the network - Delivery of mentoring workshops throughout the year - Recruitment numbers of mentees at ASiT flagship events
Foundation Lead	- Point of contact for foundation representatives on a national scale - Escalation of local and regional	- Attendance at council meetings - Organisation of essay

	issues to be discussed at a national level - Involvement in the dissemination of work being carried out by ASiT advocating for training issues - Involvement in delivering educational content for foundation trainees	prize for foundation trainees - Attendance and delivery of workshops at ASiT flagship events specific to foundation trainees
Medical Student Lead	- Point of contact for medical school representatives on a national scale - Escalation of local and regional issues to be discussed at a national level - Involvement in the dissemination of work being carried out by ASiT advocating for training issues - Involvement in delivering educational content for medical students	- Attendance at council meetings - Organisation of essay prize for medical students - Attendance and delivery of workshops at ASiT flagship events specific to medical students
Innovation Lead	- Work with industry and clinicians to highlight, develop and help implement the latest in surgical technology - Help develop a national framework integrated into a course to allow trainees more access to sustainable and scalable avenues for innovation	- Work with the relevant stakeholders to deliver a national course - Review of attendees at course and their ongoing innovation journey
Core Surgical Training Representative	- Point of contact for core surgical trainees on a national scale - Escalation of local and regional issues to be discussed at a national level - Involvement in the dissemination of work being carried out by ASiT advocating for training issues - Involvement in delivering educational content for core surgical trainees	- Attendance at council meetings - Organisation of interview preparation courses for core surgical trainees - Attendance and delivery of workshops at ASiT flagship events specific to core surgical trainees
National Institute for Health Research/Surgical Research Society (NIHR/SRS) Lead	- Point of contact within ASiT and national bodies for surgical training and research specific issues - Help with the development of study protocols within ASiT to ensure robust study design - Involvement in the dissemination of work being carried out by ASiT advocating for training issues - Involvement in delivering educational content focussed on	- Attendance at council meetings - Organisation of research specific educational content - Output of research publications within ASiT

	research	
Trainee Editors Surgery Journal and Journal of Surgical Simulation	- Trainee Editor to provide editorial feedback, guidance and highlighting key articles within these journals pertaining to surgical training	- Attendance at council meetings and editorial board meetings - Output of research publications in these journals pertaining to surgical training issues
National Research Collaborative ASiT (NRC) Representative	- Providing ASiT representation at a national level ensuring training issues discussed - Providing a review of ongoing research activity within collaboratives and highlighting opportunities for ASiT members	- Attendance at council meetings - Review of research activity being provided by collaboratives and direct benefit to membership
Robotic and Digital Surgery Trainees Committee Chair/Robotics Lead	- Central point of contact for all matters relating to robotic surgery specifically training on robotic surgery platforms across all specialties - Attendance at relevant national stakeholder meetings and representing the trainee voice - Engagement with industry specifically to providing training opportunities for trainees	- Attendance at council meetings - Organisation of robotic surgery specific courses for trainee members of ASiT - Attendance and delivery of workshops at ASiT flagship events specific to robotic surgery - Developing partnerships with robotic surgery industry platforms

1.2.0 Significant activities undertaken

ASiT holds a variety of significant activities for the membership throughout a single year. Below is a non-exhaustive summary of the main areas of activity, name / title and how these activities contribute towards our objectives as a training organisation and charity.

Area	Activity	How these contribute towards objectives
Education	Conferences: • ASiT's Annual Conference • Future Surgery Show Courses: • Pre-conference courses • Preparing for a Career in Surgery • Preparing for ST3	- Allow networking, providing educational opportunities for surgical trainees - Promoting high standards in surgical training by showcasing research, innovation and evidence based practice - Highlighting excellent in training and recognising trainers who provide an outstanding educational experience for

	- Regional Representative run courses (minimum of 1 a year for each representative) - Foundations in Mentoring Educational Awards - Silver Scalpel - Silver Suture - Silver Scissors	our members Courses enhance surgical skills that ultimately lead to improvement in trainees performance and contribute towards enhanced patient care
Grants and bursaries	- ASiT Surgical Training Research Grant - ASiT Clinical and Academic Travelling Bursaries - ASiT/Operation Hernia Shorland-Hosking Fellowship - ASiT Global Surgery AWards - ASiT Medical Student Essay Prize - ASiT Medical Student Elective Prize - ASiT Foundation Doctor Essay Prize - Member applications for regional events grants (up to £100) - 20 can be awarded - Conference prizes (approximately 15 solely funded by ASiT)	- Able to recognise and provide awards for excellence in surgical training to trainees and able to provide financial reward to these specific individuals - Promoting excellence in surgical training - Able to recognise the importance of collaboration with international surgical centres and financially support our members to be able to be exposed to different training methodology - ASiT is a nationally recognised awarding body for prizes which are required for trainees' career progression
Advocacy	External meeting representation (see 2.3 for full list) to advocate for: - National education and training issues - Speciality specific issues - Regional training and education issues	- ASiT Council / Executive roles provide a platform to advocate for excellence in surgical training in external meetings - ASiT Members are often the only trainee representative in national or regional meetings, which ensures trainees voices are accounted for
Research in surgical training	Publications: - Original research in peer-reviewed academic journals - Editorial letters Position statements Consensus building: - Delphi consensus on surgical training issues	- ASiT's original research provides an evidence basis for our advocacy work - ASiT contributes towards the academic surgical research community - Allows dissemination of recommendations surrounding surgical training - Formalised consensus provides a formal way of collating the views of members
Executive and Council Meetings	Meetings: Monthly to two monthly	Formalised agenda in which all Executive and Council members are

	• Executive Committee handover • Council Committee handover • Pre-conference planning meeting • In person elections for new Executive Committee • Annual General Meeting (AGM) at the Annual Conference	invited to contribute and discuss issues within surgical training and bring up issues within their regions - Panregional and panspeciality representation ensures reflective representatives of all surgical trainees throughout United Kingdom and Republic of Ireland - Allows all Council to be aware of surgical training issues - Formal process is followed for Executive Elections - AGM allows all ASiT members to address any issue they wish
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1.2.1 Grant making

Objectives of each grant align with our mission statement of promoting the highest standards in surgical training. The Association awards historical grants to members on a competitive basis. Applicants have to be members and apply using information on our website: <https://www.asit.org/resources/grants>. For each grant we have a bespoke, individualised approach due to the variation of grants we offer, but follow an overall grant making policy. Grants are organised by the Webmaster and Bursary Liaison, who arranges triple marking by members of Council. Grants are **only** awarded if the candidate is suitable. Any academic work formulated as a result of the bursary needs to reference the Association. We also promote our grant holders during our Annual Conference and Yearbook Publication. On our website, each grant's eligibility criteria and purpose is described in further detail.

1.2.2 Speciality Training Associations

Representatives of Speciality Training Associations (STA) on ASiT Council sit on both ASiT Council and their respective speciality association committee in order to foster collaboration and representation in both directions. Below are the listed STAs for 2022-2023.

Speciality Training Associations	Invited Observers
ASGBI Moynihan Academy President	BMA JDC Co-Chairs
ASGBI Moynihan Academy Representative	BMA JDC Co-Chairs
ALSGBI ASiT Rep	BMA JDC ASiT Rep
AOT President	RCSEd - Trainee Committee Chair
AOT ASiT Rep	RCSEd - Trainee Committee Rep

BSoT President	RCPSG - Trainee Committee Chair
BSoT ASiT Rep	RCPSG - ASiT Trainee Committee Rep
Roux President	ISTG - Trainee Committee Chair
Roux ASiT Rep	ISTG - ASiT Trainee Committee Rep
BASO ASiT Rep	
BOTA President	
BOTA ASiT Rep	
BNTA President	
BNTA ASiT Rep	
SCTS Trainee Reps	
Duke's Club President	
Duke's Club ASiT Rep	
Herrick Society President	
Herrick Society Rep	
Mammary Fold President	
Mammary Fold ASiT Rep	
Military ASiT Rep	
OMFS FiT President	
OMFS FiT ASiT Rep	
PLASTA President	
PLASTA ASiT Rep	
Rouleaux Club President	
Rouleaux Club ASiT Rep	
TRIPS ASiT Rep	

2.3 External Meetings

As mentioned, advocacy is a significant activity of the charity. Below is a list of meetings that a Council or Executive Member has attended on behalf of ASiT in 2022-2023.

External Meeting Group	
ALSGBI (Assn Laparoscopic Surgeons)	
All Wales Trainee Meeting	
AoMRC Trainee Doctors Group (ATDG)	
AoMRC Trainee Doctors Group (ATDG) Scotland	
ASGBI Council and Specialty Presidents	
ASGBI Education & Training	
ASGBI Emergency General Surgery Working Group	
ASGBI Moynihan Academy	
ASGBI Scientific (and organise session at ASGBI)	
BJS Editorial Board	
BMA Multi Specialty Working Group	
British Association of Day Surgery (BADs)	
COPSS	
Core Surgery Training Advisory Committee (CSTAC)	
CORESS	
eLogbook Meeting	
EST Methodology Group	
Future Surgeons Forum	
General Surgery Recruitment Selection Group	
General Surgery SAC	
GMC	
GMC Round Table Discussions	
HEE Meeting	
ICBSE Exam and Development Group	
ICBSE IQA Subgroup	
ICBSE OSCE Subgroup and MCQ sub group	
ICBSE Overview meeting	
Independent sector	
Irish Surgical Training Group (ISTG)	

ISCP Data Analysis, Audit and Research Group (DAARG) Meeting	
ISCP Management Committee Meeting/systems/stakeholder	
ITOG oversight group	
JAG	
JCIE (Intercollegiate Exam) (Post FRCS)	
JCST	
JCST National Selection Leads Group _	
JCST Quality Assurance	
National Medical School's Widening Participation Forum	
RADAR Trainees Group	
RCS Eng Comission on the Future of Surgery	
RCS Eng Ordinances	
RCS England Learning and Assessment Subcommittee	
RCS England Research and Quality Committee	
RCS Environment	
RCS Workforce and Training Committe (WTC)	
RCSEd Faculty of Surgical Trainers.	
RCSEd Trainee / Council Meeting (Annual)	
RCSEng Council	
RCSEng Court of Examiners (Post FRCS)	
RCSEng Education Board	
RCSEng Improving Surgical Training reference group	
RCSEng NI Professional Affairs Board	
RCSEng Patient and Lay Group	
RSM Student and Trainee Focus Group	
SAC General Surgery	
SRS	
Surgery Journal Editorial Board - ASiT position	

WINS	
WINSS (Scottish)	

2. Achievements and performance

In this year, the Charity funded a number of grants, awards and bursaries relating to the study, practice and research of surgery. They were advertised to the association membership and created opportunities to improve excellence in surgical training.

During this time frame, the association hosted its annual national surgical Conference at **Liverpool in March 2023**. Delegates consisting of medical students, doctors in training and consultants attended a range of academic lectures relating to surgical training, presented research and participated in practical and non-practical surgical skills courses.

The association also held its annual Surgical Innovation Summit as part of the **Future Surgery Show in November 2022**, London over 2 days. Delegates and members attended lectures on novel technologies related to current and future surgical practice. There was an opportunity for members and delegates to present research relating to Technology and Innovation in Surgery.

There were a number of annual webinars and in-person courses relating to applications for surgical training posts in the United Kingdom and Republic of Ireland, academic surgical training, surgical skills among others. The association continues to promote a diverse programme of educational opportunities to the membership.

The association continued to represent the views of trainees from all surgical specialties at high stakes external meetings that relate to surgical training. The association articulates the consensus views of a pan-specialty, pan-grade Council that reflects members' opinions across the United Kingdom and Ireland. This is facilitated by statements and presentations at meetings and in the annual Yearbook of the organisation. There were over 70 meetings across specialties and involving national organisations and institutions by which the association was able to advocate for surgical trainees. Representatives as selected from the executive and council were able to attend on behalf of ASiT. Meeting reports were also created in order to highlight key discussions but also action points by which ASiT was able to respond and drive the agenda forwards for surgical training. Our charitable activities in line with our mission statement are described in 1.2.0 Significant Activities.

The charity currently holds no investments and so investment performance cannot be assessed.

We will look into future formal impact reporting to ensure we are aligning our measurements of performance with objectives. This will include formal quantitative benchmarking for attendance at events, building on previous event data. We do not have any formal solely fundraising activities, as all of our income generating activities' primary objectives are educational in nature. Our fundraising objectives would effectively be to ensure we have enough financial means to cover our 1.2.0 Significant Activities, pay our employee and are able to reimburse our volunteers.

3. Financial Review End of Year Account Summary

The charity spends its money to promote and encourage for the benefit of the public the study of, and research into, the practice of surgery and the training of surgeons and to disseminate knowledge and hold discussions on the results of such study and research.

The Association of Surgeons in Training Financial Year Period Report (2022-2023) is as follows:

ASiT Events Limited

Statement of Financial Activities
for the Year Ended 31 August 2023

	Notes	31.8.23 Unrestricted fund £	31.8.22 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	319,349	204,589
Other trading activities	3	<u>214,459</u>	<u>286,334</u>
Total		<u>533,808</u>	<u>490,923</u>
 EXPENDITURE ON			
Raising funds	4	(2,971)	(2,593)
Charitable activities	5		
Hosting conference		219,038	190,527
Training Courses		21,123	6,397
General costs to run charity		4,617	160,473
Sponsorship		900	5,837
Corp tax due		21,661	-
Other		<u>193,487</u>	<u>63,667</u>
Total		<u>457,855</u>	<u>424,308</u>
 NET INCOME		75,953	66,615
 RECONCILIATION OF FUNDS			
Total funds brought forward		346,945	280,330
 TOTAL FUNDS CARRIED FORWARD		<u><u>422,898</u></u>	<u><u>346,945</u></u>

ASiT Events Limited
Balance Sheet
31 August 2023

	Notes	31.8.23 Unrestricted fund £	31.8.22 Total funds £
FIXED ASSETS			
Intangible assets	11	4,500	14,752
CURRENT ASSETS			
Debtors	12	74,573	61,376
Cash at bank		<u>460,525</u>	<u>393,269</u>
		535,098	454,645
CREDITORS			
Amounts falling due within one year	13	(116,700)	(122,452)
NET CURRENT ASSETS		<u>418,398</u>	<u>332,193</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		422,898	346,945
NET ASSETS		<u>422,898</u>	<u>346,945</u>
FUNDS	14		
Unrestricted funds		<u>422,898</u>	<u>346,945</u>
TOTAL FUNDS		<u>422,898</u>	<u>346,945</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 31.05.24 and were signed on its behalf by:

.....
A B P Peckham-Cooper - Director

ASiT Events Limited
Cash Flow Statement
for the Year Ended 31 August 2023

	Notes	31.8.23 £	31.8.22 £
Cash flows from operating activities			
Cash generated from operations	16	61,221	25,351
Tax paid		<u>6,035</u>	<u>(9,435)</u>
Net cash provided by operating activities		<u>67,256</u>	<u>15,916</u>
 Cash flows from investing activities			
Purchase of intangible fixed assets		<u>-</u>	<u>(13,500)</u>
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(13,500)</u>
		<u>-</u>	<u>-</u>
 Change in cash and cash equivalents in the reporting period		<u>67,256</u>	<u>2,416</u>
Cash and cash equivalents at the beginning of the reporting period		<u>393,269</u>	<u>390,853</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>460,525</u></u>	<u><u>393,269</u></u>

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure; 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

ASiT Events Limited

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

2. DONATIONS AND LEGACIES

	31.8.23	31.8.22
	£	£
Conference income	318,093	204,589
Training Courses	<u>1,256</u>	<u>-</u>
	<u>319,349</u>	<u>204,589</u>

3. OTHER TRADING ACTIVITIES

	31.8.23	31.8.22
	£	£
Sponsorships	19,800	50
Membership fees	<u>194,659</u>	<u>286,284</u>
	<u>214,459</u>	<u>286,334</u>

4. RAISING FUNDS

Investment management costs

	31.8.23	31.8.22
	£	£
Donations	<u>(2,971)</u>	<u>(2,593)</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Hosting conference	217,758	1,280	219,038
Training Courses	21,123	-	21,123
General costs to run charity	2,927	1,690	4,617
Sponsorship	900	-	900
Corp tax due	<u>-</u>	<u>21,661</u>	<u>21,661</u>
	<u>242,708</u>	<u>24,631</u>	<u>267,339</u>

6. SUPPORT COSTS

	Management	Finance	Other 3	Governance costs	Totals
	£	£	£	£	£
Other resources expended	82,606	6,172	-	97,733	186,511
Hosting conference	1,280	-	-	-	1,280
General costs to run charity	1,690	-	-	-	1,690
Corp tax due	<u>-</u>	<u>-</u>	<u>21,661</u>	<u>-</u>	<u>21,661</u>
	<u>85,576</u>	<u>6,172</u>	<u>21,661</u>	<u>97,733</u>	<u>211,142</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.23	31.8.22
	£	£
Other operating leases	6,976	6,363
Computer software amortisation	<u>10,252</u>	<u>13,500</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2023 nor for the year ended 31 August 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2023 nor for the year ended 31 August 2022.

9. STAFF COSTS

	31.8.23	31.8.22
	£	£
Wages and salaries	53,000	63,095
Social security costs	3,069	2,512
Other pension costs	<u>2,417</u>	<u>1,656</u>
	<u>58,486</u>	<u>67,263</u>

The average monthly number of employees during the year was as follows:

31.8.23	31.8.22
---------	---------

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	204,589
Other trading activities	<u>286,334</u>
Total	<u>490,923</u>
EXPENDITURE ON	
Raising funds	(2,593)
Charitable activities	
Hosting conference	190,527
Training Courses	6,397
General costs to run charity	160,473
Sponsorship	5,837

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
Other	<u>63,667</u>
Total	<u>424,308</u>
NET INCOME	66,615
RECONCILIATION OF FUNDS	
Total funds brought forward	<u>280,330</u>
TOTAL FUNDS CARRIED FORWARD	<u>346,945</u>

11. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
<u>At 1 September 2022 and 31 August 2023</u>	<u>65,579</u>
AMORTISATION	
<u>At 1 September 2022</u>	50,827
Charge for year	<u>10,252</u>
<u>At 31 August 2023</u>	<u>61,079</u>
NET BOOK VALUE	
<u>At 31 August 2023</u>	<u>4,500</u>
<u>At 31 August 2022</u>	<u>14,752</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.23 £	31.8.22 £
Trade debtors	5,940	35,651
VAT	26,455	15,949
Prepayments	<u>42,178</u>	<u>9,776</u>
	<u>74,573</u>	<u>61,376</u>

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.23	31.8.22
	£	£
Trade creditors	819	-
Tax	21,661	15,626
Social security and other taxes	473	-
Net Wages Control	(80)	3,084
Other creditors	(834)	(1,504)
Accruals and deferred income	<u>94,661</u>	<u>105,246</u>
	<u>116,700</u>	<u>122,452</u>

14. MOVEMENT IN FUNDS

	At 1.9.22	Net movement in funds	At 31.8.23
	£	£	£
Unrestricted funds			
General fund	346,945	75,953	422,898
	<u>346,945</u>	<u>75,953</u>	<u>422,898</u>
TOTAL FUNDS	<u>346,945</u>	<u>75,953</u>	<u>422,898</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	533,808	(457,855)	75,953
	<u>533,808</u>	<u>(457,855)</u>	<u>75,953</u>
TOTAL FUNDS	<u>533,808</u>	<u>(457,855)</u>	<u>75,953</u>

Comparatives for movement in funds

	At 1.9.21	Net movement in funds	At 31.8.22
	£	£	£
Unrestricted funds			
General fund	280,330	66,615	346,945
	<u>280,330</u>	<u>66,615</u>	<u>346,945</u>
TOTAL FUNDS	<u>280,330</u>	<u>66,615</u>	<u>346,945</u>

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

14. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	490,923	(424,308)	66,615
TOTAL FUNDS	<u>490,923</u>	<u>(424,308)</u>	<u>66,615</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.9.21 £	Net movement in funds £	At 31.8.23 £
Unrestricted funds			
General fund	280,330	142,568	422,898
TOTAL FUNDS	<u>280,330</u>	<u>142,568</u>	<u>422,898</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,024,731	(882,163)	142,568
TOTAL FUNDS	<u>1,024,731</u>	<u>(882,163)</u>	<u>142,568</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2023.

Notes to the Financial Statements - continued
for the Year Ended 31 August 2023

16. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.8.23	31.8.22
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	75,953	66,615
Adjustments for:		
Depreciation charges	10,252	13,500
Increase in debtors	(13,197)	(51,251)
Decrease in creditors	<u>(11,787)</u>	<u>(3,513)</u>
Net cash provided by operations	<u>61,221</u>	<u>25,351</u>

17. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.22	Cash flow	At 31.8.23
	£	£	£
Net cash			
Cash at bank	<u>393,269</u>	<u>67,256</u>	<u>460,525</u>
	<u>393,269</u>	<u>67,256</u>	<u>460,525</u>
Total	<u>393,269</u>	<u>67,256</u>	<u>460,525</u>

ASiT Events Limited

Detailed Statement of Financial Activities
for the Year Ended 31 August 2023

	31.8.23 £	31.8.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Conference income	318,093	204,589
Training Courses	<u>1,256</u>	<u>-</u>
	319,349	204,589
Other trading activities		
Sponsorships	19,800	50
Membership fees	<u>194,659</u>	<u>286,284</u>
	<u>214,459</u>	<u>286,334</u>
Total incoming resources	533,808	490,923
EXPENDITURE		
Investment management costs		
Donations	(2,971)	(2,593)
Charitable activities		
Conference	217,758	219,037
Training Courses	5,945	6,397
Summit Costs	15,178	6,834
Software costs - database/CRM	2,927	2,348
Sponsorship	<u>900</u>	<u>5,837</u>
	242,708	240,453
Other		
Other operating leases - rent	6,976	6,363
Support costs		
Management		
Wages	53,000	63,095
Social security	3,069	2,512
Pensions	2,417	1,656
Insurance	7,124	3,620
Software costs	9,714	7,219
Computer software	<u>10,252</u>	<u>13,500</u>
	85,576	91,602
Finance		
Bank charges	6,172	4,678
Other 3		
Corporation Tax	21,661	15,626



ASiT Events Limited

Detailed Statement of Financial Activities
for the Year Ended 31 August 2023

	31.8.23 £	31.8.22 £
Other 3		
Governance costs		
Meeting expenses	81,311	57,539
Accountancy	6,850	6,000
Accountancy and legal fees	<u>9,572</u>	<u>4,640</u>
	<u>97,733</u>	<u>68,179</u>
Total resources expended	<u>457,855</u>	<u>424,308</u>
Net income	<u><u>75,953</u></u>	<u><u>66,615</u></u>

Independent Examiner's Report to the Trustees of
ASiT Events Limited

Independent examiner's report to the trustees of ASiT Events Limited ('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 charity's trustees of the Company (and also 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 your charity's accounts as 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.

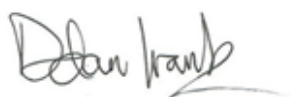
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, 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.



|
Adam Franks FCCA

31 May 2024

3.1 Financial effect of significant events

The charity currently holds all funds in a single business account in the name of ASiT Events Ltd. Trustees do not hold any funds on behalf of the charity, in assets or otherwise. A formal Audit and Risk Committee will chair meetings bi-annually for 2023-2024 as per larger charity recommendations and will ensure diversity and spread of funds in relation to considering reserve accounts.

Managing risk and uncertainty financially has been summarised in the table below:

Risks	Mitigation
Reduced sponsorship income - Sponsorship withdrawal - Failure to encourage new sponsorship	- Diversify funding sources by seeking corporate sponsorships, individual donations, government grants, and fundraising events. - Establish funds to provide a stable source of income.
Reduced membership income - Member decrease - Reputational crisis - withdrawal of members	- Ensure regular annual direct debit - Engage in proactive public relations and transparent communication with stakeholders. - Monitor media and public perception and address any issues promptly
Reduced course income - Failure to run courses - Course equipment increasing	• Ensure robust reserves policy
Unable to fund conference - Conference hosting increasing (inflation, cost of living) - Cannot run our most significant educational event	• Implement strict project management practices, including detailed planning, budgeting, and monitoring. • Regularly review project progress and financial status. • Engage stakeholders in the planning and evaluation processes to ensure alignment with goals and budgets • Ensure robust reserves policy
Unable to pay employees - Due to reduced charity income	• Implement strict project management practices, including detailed planning, budgeting, and monitoring.
Unable to pay officer / volunteer expenses - Unable to reimburse volunteers	• Implement strict project management practices, including detailed planning, budgeting, and monitoring.
Operational risks	• Implement robust financial management systems and software. • Conduct regular reviews of operational processes and make improvements as needed. • Ensure adequate training and support for staff and volunteers on financial management practices.
Fraud / mismanagement risks	• Establish strong internal controls, including segregation of duties, regular reconciliations, and

Risks	Mitigation
	approval processes. Implement a whistleblower policy to encourage reporting of suspicious activities.

3.2 Principle sources of funding

The primary funding sources include sponsorship, membership and course fees. Factors affecting our financial position going forwards include all of the above in the risk / mitigation table. As our primary income varies year upon year, a robust reserves policy is in development in order to safeguard the charity in the case of significantly decreased income in a financial year. Pension liabilities within this period are for one employee (General Manager) only, and so do not pose a significant financial risk to the charity.

3.3 The review of the charity's reserves

Reserve policy

Significant events that affected the previous financial period included the lack of ability to hold face to face conferences following covid-19 pandemic. This has led to excess reserve, which is discussed further in Section 4. A formal reserves policy is being actioned for the upcoming financial periods, whereby diversification of funds and investment will be considered. An Audit and Risk Committee is being formed for the following financial period who will ultimately oversee the formal reserves policy. The current financial team agree that reserve is required to ensure one conference for a year can be run and a salary maintained for the employee during the period of difficulty, which would total approximately £125,000

Trustees do not receive direct payment from the Charity as part of their role. They may receive expenses as per the Expenses Policy that applies to Council and Executive Members when travelling for strict ASiT business only.

4. Plan for future periods (larger charity requirement)

ASiT will continue to advocate for the best interests of surgical trainees during future periods, aligning with our aims and objectives as a charity by promoting the highest standards in surgical training. Resource allocation is of significant importance to the Trustees, Directors, Executive, Council and its members. Our aims and objectives for the following annual period will be aligned to those of previous periods, however, with more focus on allocation to bursaries and scholarships taking advantage of the enhanced reserve. As the charity has grown significantly over the past years,, we are now able to provide courses and events with higher quality equipment, which increases opportunities for our members.

After financial review for this period, we pledge to offer additional funding this year to the members in terms of grants, bursaries and scholarships. As a larger charity, we are able to now offer additional value to our members through considered resource allocation. ASiT is proud to have offered the opportunity for a fully funded Royal College of Surgeons of Edinburgh and ASiT joint Future Leaders Fellowship Programme, for the first time, a new initiative in line with our mission statement during this period.

From the trustee perspective, the future direction of the charity will be determined by the Executive / Council Committee, who are the surgical consultants of the future. Previous lessons learned by the charity include a continual growth financially, reputationally and in terms of membership numbers. This leads to the need for more in depth governance, structural and financial reviews which will be undertaken in the next financial period.

5. Structure, Governance and Management

5.1 Structural and decision making summaries

As featured in the above Constitution 2021 Section 1.5, in addition to appointed Directors who were once members of the Executive Committee.

The Association holds an annual general meeting at which subjects on the agenda and the annual accounts are presented and discussed. The President is elected for the following year and, as and when necessary, up to two Vice President(s), Honorary Secretary (+/- Associate Honorary Secretary), Honorary Treasurer, Communications Officer, Social Media Officer, Director of Education, Webmaster, Year Book and App Lead and Conference Coordinator and the members of the Council are elected for their respective periods of office. Extraordinary general meetings are convened by the Directors, which may be at the request of the President, the Executive Committee or the Council, to deal with any special business of the Association at any time by giving 14 days prior written notice to members identifying the special business to be discussed. Members may vote by proxy by writing to the Associate Honorary Secretary prior to the date of the meeting.

All decisions the charity makes from an activity perspective should be undertaken by the Executive and Council Committee to ensure surgical trainees are at the centre of all decision making. Any business or financial decisions should be undertaken with input from the Trustees. Staff members may make decisions based on standard operational considerations for example delivery of conference material and hotel room bookings, but not on surgical training related activities. A paid employee, the General Manager, is responsible for the day to day running, financial returns and actioning of governance processes of the organisation.

The property investments and assets of the Association and any documents relating thereto may be held in the name of not less than three members of the Association selected by the Council to act as Directors/Trustees of the Association for such purpose. The Directors/Trustees shall normally include a Past President and Honorary Treasurer, and may include other individuals from the Executive Committee or Past Presidents. All Directors/Trustees should have held positions on the Executive Committee in the past.

ASiT has introduced an onboarding and exit policy, to remind Council of their voluntary role and responsibilities and to formally identify any potential conflict of interest that may arise during their time on Council.

5.2 Trustees

The broad constitution is outlined in detail above however the organisation includes four directors. The roles and responsibilities of these individuals are outlined by the Duties of Directors and Trustees Governance document and includes the following requirements.

5.2.1. Duties as Company Directors

The main directors' duties are as follows:

- a duty to act in accordance with the ASiT's constitution and only exercise powers for the purposes for which they are conferred;
- a duty to act in the way the member considers, in good faith, would be most likely to promote the success of ASiT for the benefit of its members as a whole and in doing so have regard to the following:
 - the likely consequences of any decision in the long term;
 - the interests of the employees;
 - the need to foster relationships with other stakeholders;
 - the impact of ASiT's operations on the community and the environment;
 - the desirability of ASiT maintaining a reputation for high and ethical standards of business conduct; and the need to act fairly as between members of the company;
- a duty to exercise independent judgement;
- a duty to exercise reasonable care, skill and diligence;
- a duty to avoid a situation in which the member as, or can have, a direct or indirect interest that conflicts, or possibly may conflict, with the interests of ASiT;
- a duty not to accept a benefit from a third party conferred by reason of the member being a member, or their doing (or not doing) anything as a director; and
- a duty for the member to declare if they are in any way, directly or indirectly, interested in a proposed transaction or arrangement with the company, and the nature and extent of that interest, to the other members.

5.2.2. Roles/Responsibilities:

As Directors within a trainee organisation, the primary focus is on legal, corporate, and governance matters. The Directors shall ensure the compliance, safety, and effective management of the organisation.

Membership:

The Directorship consists of at least four members, each with a specific focus area. The respective director holding the individual role can rotate upon agreement by the directors. Roles are set out as follows:

- Business and Finance Director;
- Human Resources and Membership Director;
- Education and Academic Director; and
- Communications Director.

The nominations for new Directors will be made by the Executive Committee and the candidates will undergo interviews with the current Directors. Appointments shall be made on an annual basis as required and the term of each appointment shall be no more than six years.

Meetings:

These will be held on a quarterly basis unless otherwise agreed. Meetings may be conducted on a physical or videoconference basis with the General Manager and the President to coincide with significant events in the organisation such as:

1. Exec handover (outgoing President appraisal);
2. Conference planning weekend;
3. Christmas President's meeting (General Manager appraisal); and
4. Conference.

In addition to the quarterly meetings, the Directors may review ASiT business operations and reporting on a monthly basis from:

1. President/Vice-President: This report will include the risk register, new council/exec appointments, and confirmation of signed legal documents. Any potential external competing interests and HR policies will also be addressed.
2. GM/Treasurer: The report will encompass a full account report from Xero and membership numbers. Any future payments expected to be over £5000 will be presented for Director agreement. Virtual updates may be utilized between meetings if needed.
3. Reports from external services (legal, accounting) if required.

The Directors will also be responsible for:

1. Conducting annual appraisals for the General Manager and President using industry-standard templates, with 360-degree feedback from relevant stakeholders;
2. Considering interim appraisals if deemed preferable by either the appraisee or appraiser;
3. Determining salary/bonus decisions for employees based on appraisals and job plan delivery;
4. Developing new corporate documentation as needed;
5. Creating a comprehensive "job plan/induction" for the incoming President; and
6. Engaging in self-development opportunities, such as meeting external directors, and formally reflecting on this role within the applicable NHS annual appraisal.

5.2.3. Duties as charity trustees

ASiT has charitable status. The implications of this for the Board are that they are formally recognised as trustees of the charity and subject to the obligations this imposes under charity law.

All of the individual charity trustees have the same responsibilities to act in the best interest of ASiT. This applies equally to executive, non-executive (independent) members, and elected staff representatives.

The Charity Commission's guidance to Charity Trustees sets out more generally what being a charity trustee involves and lists the following as a trustee's 6 main duties:

1. ensuring their charity is carrying out its purposes for the public benefit;
2. complying with their charity's governing document and the law;

3. acting in their charity's best interests;
4. managing their charity's resources responsibly;
5. acting with reasonable care and skill; and
6. ensuring the charity is accountable by meeting all reporting requirements.

5.2.4 Discharging the duties

Directors and charity trustees will need to bear the following in mind when making decisions about ASiT:

- considering the best interests of ASiT in the short, medium and long term,
- making the best use of ASiT's/charitable assets;
- ensuring that the assets and income of ASiT are only applied for the defined charitable purposes and for the public benefit;
- made sure they had enough information before making the decision;
- avoiding conflicts of interests;
- being satisfied that they receive adequate advice to ensure decisions taken are within ASiT's legal powers;
- only make the decision if it falls within the range of decisions that a reasonable trustee body can make;
- being satisfied that there are appropriate arrangements within ASiT which ensure that care is taken when organising trading activities which may not be regarded as charitable, and that the appropriate vehicle is used for such activity; and
- managing and protecting the property of ASiT to ensure that its charitable objectives can be fulfilled.

5.2.6 Decision making, risk and control

The Board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk-assessment, and management systems are set up and monitored.

The Board is ultimately responsible for the decisions and actions of the charity but it cannot and should not do everything. Trustees delegate authority but not ultimate responsibility, so the Board needs to implement suitable financial and related controls and reporting arrangements to make sure it oversees these delegated matters. Trustees must also identify and assess risks and opportunities for ASiT and decide how best to deal with them, including assessing whether they are manageable or worth taking.

The Board is clear that its main focus is on strategy, performance and assurance, rather than operational matters, and reflects this in what it delegates.

The Board has a sound decision-making and monitoring framework which helps the organisation deliver its charitable purposes. It is aware of the range of financial and non-financial risks it needs to monitor and manage.

Where aspects of the Board's role are delegated to committees, staff, volunteers or contractors, the Board keeps responsibility and oversight.

5.2.7 Good Practice

The Board regularly reviews which matters are reserved to the Board and which can be delegated. It collectively exercises the powers of delegation to committees or individual trustees, or staff and volunteers

if the charity has them.

The Board describes its 'delegations' framework in a document which provides sufficient detail and clear boundaries that the delegations can be clearly understood and carried out.

The Board makes sure that operational plans and budgets are in line with the charity's purposes, strategic aims and resources.

The Board retains overall responsibility for risk management and discusses and decides the level of risk it is prepared to accept for specific and combined risks.

6. Reference and administration details

Day to day management of the charity during the reporting period in question was run by the Executive, Council Committee and General Manager to ensure all charity activity remained in line with surgical training and education.

ASiT has one full time employee within this reporting period: Kristina Gloufchev, General Manager.

Contact details as below:

THE ASSOCIATION OF SURGEONS IN TRAINING
35-43 Lincoln's Inn Fields
London WC2A 3PE
Telephone: 020 7869 6681
Web: www.asit.org
Email: info@asit.org

6.1 Professional advice to the charity and trustees

Legal advice

Shoredons & Co Legal is the trading name of Shoredons Limited. Registered in England and Wales with company number 10940471. Registered office address is 71-75 Shelton Street, Covent Garden, London WC2H 9JQ. Authorised and regulated by the Solicitors' Regulation Authority (SRA). SRA number is 816928.

Accounting advice

Franks Accountants - Franks Accountants Limited is a Company registered in England and Wales under number 08903530 at First Floor, Equinox 1, Audby Lane, Wetherby, West Yorkshire, LS22 7RD. VAT number 181 2321 39.

7. Exemptions from disclosure

Nothing to declare

8. Funds held as custodian trustee on behalf of others

Nothing to declare

This report has been completed as accurate for the period of August 2022 - August 2023 to the best knowledge of the Directorship / Trustees.

Signed by Directors:

Adam Williams



Andrew Beamish



Adam Peckham-Cooper



Gemma Humm

