

Company number: 01499655

Charity number: 280942

OSCR number: SC040468

# The Institute of Group Analysis

Report and financial statements

For the year ended 31 July 2025

# The Institute of Group Analysis

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### For the year ended 31 July 2025

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## **The Institute of Group Analysis**

### **Reference and administrative information**

**For the year ended 31 July 2025**

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**Company number** 01499655  
**Country of incorporation** United Kingdom

**Charity number** 280942  
**Country of registration** (England & Wales, and Scotland)

**OSCR number** SCO40468

**Registered office and operational address** 1 Daleham Gardens  
London  
NW3 5BY

**Trustees** The trustees, who are also directors under company law and served during the year up to the date of this report, were as follows:

Ms Sharon Hannah, Chair elected November 2022, elected Trustee November 2019  
Ms Sally Ann Bild, Membership officer (elected November 2022), Resigned May 2025  
Ms Marilyn Marie Kedwards (elected November 2022)  
Ms Susan Marie Wallace (elected November 2022)  
Mr Desmond King (Elected November 2019) (UKCP representative), Resigned October 2025  
Mr Matthew Rich-Tolsma (elected November 2022), Resigned July 2025  
Ms Julie Lamirel, elected November 2023  
Ms Marilia Aires, elected May 2024  
Dick Blackwell, elected November 2024  
Kate Taylor, co-opted October 2025  
Graham McKay, co-opted May 2025  
Catherine Hays, co-opted May 2025  
Gayl McCain, co-opted May 2025  
Gerry McColl, co-opted October 2025  
Hicham Jabrane, co-opted May 2025  
Kevin Flinn, co-opted May 2025

**Bankers** The Co-operative Bank COIF  
1 Balloon Street 80 Cheapside  
Manchester, M60 4EP London, EC2V 6DZ

**Solicitors** Bevan Brittan  
Fleet Place House  
2 Fleet Place  
London, EL4M 7RF

**The Institute of Group Analysis**

**Reference and administrative information**

**For the year ended 31 July 2025**

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<b>Auditor</b>	<b>Sayer Vincent LLP</b>
	<b>Chartered Accountants and Statutory Auditor</b>
	<b>110 Golden Lane, LONDON, EC1Y 0TG</b>

## The Institute of Group Analysis

### Trustees' annual report

#### For the year ended 31 July 2025

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The trustees hereby present their report along with the audited financial statements for the year ending 31 July 2025.

The reference and administrative information outlined on page 1 is an integral part of this report. The financial statements adhere to current statutory requirements, the Memorandum and Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP, applicable to charities preparing their accounts in accordance with FRS 102. Additionally, this report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

### Objectives and activities

#### Purposes and Aims

The Institute serves as the primary training and membership organisation for Group Analysis in the UK. Established in 1971, it initially operated as part of the Trust for Group Analysis and was later incorporated on 3rd June 1980 as a company limited by guarantee and without share capital. The Institute functions under a Memorandum of Association, outlining its objects and powers, and is governed by its Articles of Association.

As stated in the Memorandum of Association, the principal purpose of the Institute is:

**'The object of the Institute is to promote the preservation of mental health and to relieve those persons suffering from mental health disorders or conditions of emotional or mental distress and who are in need of treatment' (amended 2018).**

The IGA's overarching goals include training individuals in the application of group analysis, form of group psychotherapy, as well as its psychosocial and organisational applications. This is achieved through the provision of training courses and continuing professional development (CPD) for its members. Additionally, the Institute aims to educate society about group analysis.

The IGA's membership consists of Full Members and Associate Members. Full Members are group analysts who have completed the IGA's Qualifying Course in Group Analysis. Associate Members, on the other hand, have completed theoretical and applied training in Group Analysis, enabling them to apply Group Analytic theory and principles in psychotherapeutic, educational, and organisational settings. This category also includes individuals who have received group training elsewhere, subject to approval by the IGA.

Group analysis is a powerful therapeutic approach that focuses on the relationship between the individual and the group, highlighting the inherently social nature of human experience. As a treatment method, it recognises that emotional, behavioural, and psychological phenomena often arise within the context of social groups. Carefully structured analytic groups have a long-established history of helping individuals address personal challenges and foster personal growth.

## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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Our philosophy is grounded in the belief that, because personal difficulties often stem from social relationships, groups provide an ideal environment to explore, understand, and work toward resolving them.

The group analytic approach has significant implications for group work and organisational practices across a wide range of health, social, and educational settings. Its applications are diverse, encompassing work with groups such as refugees, homeless and displaced individuals, victims of domestic violence, church communities, and those in forensic settings. Additionally, it informs leadership practices, organisational dynamics, and enhances our understanding of the interactions and relationships that shape our lives within organisations and society.

Each year, the trustees conduct a thorough review of the charity's aims, objectives, and activities. This report evaluates the charity's achievements and the outcomes of its work during the reporting period. The trustees assess the success of key activities, and the benefits delivered to the target groups, ensuring that the charity's aims, objectives, and activities remain aligned with its stated purposes.

As part of this review, the trustees refer to the Charity Commission's general guidance on public benefit. They carefully consider how planned activities contribute to the charity's aims and objectives, ensuring they align with its overarching purpose.

The charity's primary activities and target beneficiaries are outlined below. All charitable efforts are undertaken with the overarching goal of advancing The Institute of Group Analysis's charitable purposes for the public benefit.

#### **IGA's Strategic Aims for 2023–2025**

- I. Invest in IT infrastructure to enable hybrid working at the Daleham Gardens London Centre as it adapts to reduced COVID-19 restrictions and reopens.
- II. Revise the IGA business model to establish transparent legal and financial agreements with organisations delivering IGA-approved training in Group Analysis.
- III. Develop income-generating activities to support the growing need for increased staffing in membership and training activities, including professional regulation, administration services for UKCP membership, provision of CPD events, and addressing the increased demand for decolonising the IGA curriculum. This also includes supporting research activities, therapy services for low-income clients, and the costs associated with any necessary change of premises.
- IV. Establish project management processes for any necessary changes in premises.

## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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- V. Investigate the potential for the IGA to sponsor low-fee therapy groups, especially during this economically challenging period for many in society.
- VI. Explore professional affiliation with national psychotherapy registration organisations, given the heavy demand on IGA resources under the current arrangement with UKCP.
- VII. Develop strategies to re-engage the membership with the organisation.

### **Strategic Aims**

During the year, the Board of Trustees underwent significant change following the resignation of some members. A new Board has since been established, supported by co-opted members who are due to be formally appointed at the Annual General Meeting in March 2026. This period of transition has understandably slowed progress on the realignment and review of the organisation's strategic aims. These matters are scheduled for consideration at the next Board meeting.

The Chief Operating Officer, Iyob Zkirstos, played a central role in managing staff transitions during the organisational restructuring of 2024/25. In line with financial priorities, the decision was taken not to replace the Training Administrator post. Instead, responsibilities were carefully reallocated to ensure workloads remained manageable and staff skills were effectively utilised, supporting a more resilient and adaptable operational model.

Investment in information technology enabled the installation of state-of-the-art equipment to support hybrid working arrangements. This enhancement significantly improved operational flexibility and collaboration across the organisation and proved highly effective throughout the year.

Income generation remained a key strategic focus. A strengthened Events Committee developed a comprehensive programme of activities to support the continuing professional development (CPD) of members and colleagues. Several new courses were approved during the year, with additional programmes currently under development, enhancing both the organisation's training offer and its revenue-generating capacity.

The quinquennial review was completed and submitted to the UK Council for Psychotherapy (UKCP) and was approved subject to minor revisions. The organisation is currently addressing the required amendments, reflecting its commitment to maintaining high standards of professional practice and governance. Further exploration of additional professional affiliations remains under consideration.

Membership forums and online meetings with associates continued throughout the year as part of efforts to re-engage and strengthen connections with the wider membership. Attendance was consistently strong, and feedback indicated that these initiatives contributed to a greater sense of inclusion and involvement among members.

Work also continued on the Board/Training Community Review, with detailed discussions focused on ensuring that all courses are examined through a decolonised and inclusive lens. As part of this process, curricula and associated documentation were updated to include clear statements

## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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reinforcing the organisation's Equality, Diversity and Inclusion (EDI) commitments, ensuring that all staff are fully aware of and guided by these policies.

### **Providing Training in Group Analysis**

The IGA's core training in group analysis provides courses at three consecutive levels – Foundation, Diploma and Qualifying – leading to qualification as a Group Analyst and full membership of the IGA. Courses take place in London and at several locations in England and Scotland (Glasgow, Manchester, Turvey, Oxford and Brighton.). The IGA has professional links overseas with other group-analytic organisations through its International Courses Committee, and the *European Group Analytic Training Network* (EGATIN)..

Group-analytic training programmes in the UK are delivered either directly by the IGA or through independent partner organisations. Those organisations pay a modest contribution towards IGA central administrative costs and the employment by the IGA of a Head of Training, as part of a national policy agreement.

Our registering body, the UKCP, conducted its Quinquennial Review of our UKCP membership in late 2023 and reported in late 2024. During the review, they commended several aspects of our training, including the trainee handbooks, the qualifying process through the Panel of Readers, and the training itself. Our Qualifying Training is accredited by the United Kingdom Council of Psychotherapy (UKCP), and staff dedicated much of the year to implementing the Quinquennial Review of our training standards. The most important change required of us is that with effect from September 2026 all trainees who need to take individual patients must do so for 18 months rather than 12. This requirement has already been implemented for students joining the new Turvey Qualifying Course in September 2025.

The Foundation Courses attracted 113 students across the country in 2024–5. There were 40 on the Diploma Courses and 32 on The Qualifying Courses, a total of 185.

We are seeking to maintain or increase student numbers on all our courses and therefore aim to grow the number of qualified group analysts practising in the UK. Our training courses ensure that those who successfully complete them and practise as group analysts are competent and safe. Group analysts work in a range of settings and with people who are often vulnerable as they are experiencing psychological and interpersonal difficulties. High quality training ensures that these professionals can treat and support their patients effectively. We will continue to provide financial bursaries to students to enable them to join our courses, and information for the public about group analysis and its benefits.

### **Post Qualification training courses**

In addition to our core trainings, we continue to offer two well-established advanced courses the Diploma in Group Supervision (for IGA members and appropriately qualified clinicians from other professional backgrounds) and the Diploma in Reflective Practice in Organisations (RPiO).



## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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We have continued to provide training courses to people from a variety of backgrounds and structured our portfolio of training programmes to enable students who are already working with groups, but who do not wish to become clinically qualified group analysts to access and complete our Foundation Courses. Instead of applying immediately to continue their learning on our Diploma and Qualifying courses, they may wish to create a break in their developmental journey. This flexibility in course structure enables students to take responsibility for their own learning and to access training during times in their life when that training is most relevant and necessary.

#### **Bespoke Training**

We will consider properly budgeted and contracted employer requests for our core training to be offered in-house on a bespoke basis, although we do not have the resources to undertake initial design or organisational consultancy unrelated to our core offerings. Bespoke delivery of our core training feeds and seeds our open training courses, making employers more likely to send trainees on them, although employer sponsorship is now much less common. During this year we were actively implementing with our consortium partners Phases One and Two of the Reflective Practice Training on in-patient Wards for 180 NHS Trusts across England. This Culture of Care-Staff Care and Development project continues until March 2026.

#### **The Future of Group Analytic Training**

Following publication of the Decolonising the Curriculum and Othering Reports the Board established a joint review with our training community to conduct a deep dive into all our training with a view to ensuring their fitness for purpose for the future in the light of all the different forces for change such as financial, market, technological psycho-social and political pressures. This task force is meeting monthly, and its work is expected to take at least a further two years. Meantime, individual courses have made significant progress in decentring their learning methods and content.

At the same time, significant innovation is taking across the IGA network, with new courses, new designs and new methods of delivery being explored. Manchester and London have both commissioned curriculum development convenors to research, develop and propose future course offerings. As a result, new London weekend courses have been planned for implementation from September 2026. The revived Turvey Groupwork Qualifying Course and the new specialist Forensic Diploma course were launched in September 2025, just after the end of the year under review, from a new site at Ripon College Cuddesdon, Oxfordshire.

#### **Membership Committee**

Over the past year we have focussed on opening discussions with the wider membership about the direction of the organisation, with the introduction of bi-monthly membership forum. These have been online and have been well attended. We have been encouraging members to think about the events they would like to hold, both on-line and in person.

An important focus of the committee has been on putting in place robust policies and procedures in relation to CPD, reaccreditation and return to practice, as these have needed to be updated. This

## **The Institute of Group Analysis**

### **Trustees' annual report**

**For the year ended 31 July 2025**

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has been made possible by the recruitment of Shelley. The next step will be to update the member's handbook on the website. We have also been considering the situation regarding IGA members without an accrediting body, to work out how we might mitigate the risk of liability for members.

### **Events Committee**

Last year, the Events Committee was re-established, with Sue Wallace serving as Chair and Sharon Hannah, Sally Bild, Marilyn Kedwards, and Sam Evans as members. This Committee offered professional development courses for members enabling them to deepen their understanding and knowledge of group analysis. This, in turn, enhances the quality of care they provide to their patients. Additionally, we have developed a programme of events open to the public and professionals outside the field of group analysis, highlighting the broader relevance of group analysis. The newly reformed Events Committee is eager to hear ideas from members to ensure a creative and engaging programme of events that supports continuing professional development.

### **IGA Premises and Building Management**

As well as the routine repair works, we have continued implementing the required changes to our health and safety procedures. We are confident that these measures, along with planned HR changes, will lead to substantial improvements in the safety and working environment at the IGA.

### **Our Psychotherapy Referral Service**

This service is now administered through an online group as previously mentioned.

### **Promotion of Group Analysis**

We seek to promote groups as a treatment for those with psychological difficulties and encourage its provision within the range of psychological therapies and psychosocial interventions available on the NHS. We also promote groups as a medium for self-exploration, not necessarily just for the alleviation of distress, but for self-development and personal growth.

### **Future**

We recognise the importance of the continuous evaluation and diversification of our training portfolio. Our strategic ambition is to extend the reach of our educational offer beyond a solely clinical focus, incorporating a broader engagement with organisational, institutional, and community-based contexts. This development reflects both the evolving professional landscape and the diverse settings in which group analytic thinking can make a meaningful contribution. All new and existing programmes will be shaped by a clear commitment to decolonisation, ensuring that our training remains inclusive, relevant, and reflective of a wide range of lived experiences and cultural perspectives.

Central to this approach is our commitment to widening access to training. We are actively working to remove financial and structural barriers faced by trainees from underrepresented backgrounds. Region-specific bursaries, alongside national financial support made possible

and the diverse settings in which group analytic thinking can make a meaningful contribution. All new and existing programmes will be shaped by a clear commitment to decolonisation, ensuring that our training remains inclusive, relevant, and reflective of a wide range of lived experiences and cultural perspectives.

Central to this approach is our commitment to widening access to training. We are actively working to remove financial and structural barriers faced by trainees from underrepresented backgrounds. Region-specific bursaries, alongside national financial support made possible through the generosity of benefactors, continue to play a vital role in promoting equity of access and fostering a more diverse learning community.

The ongoing process of decolonising our training curriculum, governance structures, and organisational culture remains a cornerstone of our long-term strategy. This work is understood as an evolving and reflective practice rather than a finite task. We are committed to creating an environment in which diverse perspectives are actively welcomed, critically engaged with, and meaningfully embedded, and where all members feel seen, heard, and supported. Through these sustained efforts, we aim to position IGA-UK as a forward-thinking, socially responsive, and inclusive organisation, well equipped to meet future challenges and opportunities.

In response to the changing needs of our members and trainees, we have also strengthened our membership services. The newly reformed Membership Committee now plays a key role in supporting the governance of members' professional work and works in close collaboration with the Events Committee to enhance engagement and participation. These committees are actively listening to the membership and using feedback to ensure that our services, activities, and communications align with members' professional needs and aspirations. A programme of workshops, seminars, and events—delivered both in person and online—is currently in development to support continuing professional development and to strengthen connections within the group analytic community.

Looking ahead, a crucial focus will be the effective promotion of our core activities, underpinned by clearly defined objectives and accountability across all subcommittees. We are committed to fostering creativity and innovation in the development of new courses and initiatives that meet the needs of those new to IGA-UK, as well as supporting the ongoing development of established members. The continued expansion of online and hybrid learning opportunities will be central to this work, increasing accessibility and enabling participation from across the UK and internationally, while maintaining the depth and quality of our educational provision.

## Financial Review: Financial Year Ending July 2025

The Statement of Financial Activities (SOFA) for the year ended 31 July 2025 demonstrates an improvement in the financial performance of the Institute of Group Analysis (IGA). The Trustees have carefully managed resources to ensure the Institute's sustainability in a challenging operating environment, while maintaining its commitment to delivering high-quality charitable activities.

## The Institute of Group Analysis

### Trustees' annual report

For the year ended 31 July 2025

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#### Income

Total income for the year was £650,896, representing an increase of 25% compared with the prior year (2024: £519,939). This growth was largely driven by provision of a successful bespoke training programmes of a Reflective Practice in Organisations course, which contributed significantly to the increase in training income to £455,808 (2024: £328,034).

Membership subscriptions remained a consistent source of unrestricted income at £126,231 (2024: £127,568), although a slight decrease in membership numbers was noted. Income from hall hire increased modestly as the Institute recovered from previous restrictions related to building works. Donations and legacies also increased to £20,586 (2024: £15,776), supported by a notable donation from the Morris Nitsun Fund.

#### Expenditure

Expenditure on charitable activities increased to £682,271 (2024: £615,515), reflecting a planned increase costs in relation to bespoke training delivery and adjustments to salary scales. This increase in staff costs was partly offset by a reduction in course and workshop-related expenditure, following a decrease in the number of courses run and restructuring of programmes in response to participant demand.

Occupancy costs rose, driven by increased utility and maintenance expenses and rising energy prices and essential refurbishment works. Administrative expenses were carefully controlled, with reductions in office supplies and a significant decrease in expenditure on legacy-funded projects, reflecting the completion of several initiatives.

#### Financial Position

The Institute recorded an operating deficit before investment gains of £31,375 (2024: deficit of £95,576). Investment activity contributed net gains of £5,876 (2024: £53,645), resulting in an overall net deficit for the year of £25,499 (2024: £41,931).

Unrestricted general funds decreased by £33,824, while designated funds increased by £17,341 due to allocations for future strategic priorities. Restricted funds reduced by £9,016, in line with the planned application of restricted income.

#### Outlook

The Trustees recognise the ongoing financial challenges facing the sector and remain committed to prudent financial management. The improvement in financial performance this year reflects both effective delivery of the Institute's core activities and strategic investment in key areas such as bespoke training.

The Trustees will continue to monitor income diversification and cost control closely to ensure the Institute's long-term sustainability, enabling it to fulfil its charitable objectives effectively and respond to emerging opportunities in the coming years.

## **Restricted funds**

### **Bursaries and Courses**

We have observed a significant increase in bursaries awarded this year, totaling £12,250, compared to £8,000 in 2023. These bursaries were funded by contributions from Vivienne Cohen, Dennis Brown, and Marisa Dillon Weston funds and were allocated to support students enrolled in the Foundation course in London and Scotland, as well as the Diploma and Qualifying courses in London. Additionally, we provided two full scholarships and three half-scholarships for Foundation course students, along with two full scholarships for Diploma course students, reflecting our commitment to making education accessible to a broader range of students.

The administration of the Scotland Foundation course continued to be overseen by our office this year, with the associated income and expenditure reflected in our financial accounts. Looking ahead, we will maintain the management of the Scotland Foundation course for the upcoming year.

## **Investments**

In the current fiscal year, the unit value of the equity funds investment experienced a significant decrease but recovered in time by the end of the financial year, resulting in a gain of £5,876. We acknowledge the associated risks tied to their values, especially considering potential shifts in the economic circumstances of the country, and we remain vigilant about monitoring the progress of these funds.

## **Fundraising**

The IGA does not engage in public fundraising and does not use professional fundraisers or commercial participants. Nevertheless, it observes and complies with the relevant fundraising regulations and codes. During the year there was no non-compliance with these regulations and codes and the Institute received no complaints relating to its fundraising practice. Therefore, we are not registered with the fundraising regulator but would follow relevant guidelines and codes should we conduct fundraising among our members or make approaches to grant-making bodies in the future.

## **Finance Committee**

In the fiscal year 2024-25, the Finance Committee met on five occasions. The committee continues to benefit from the financial expertise of lay member Mr. John Kinder, and we express our gratitude

for his valuable guidance. The committee is composed of the Honorary Treasurer, who serves as Chair, the Chair of the IGA Board, and the Chief Operating Officer. We also welcome Catherine Hayes, one of the new board members, as an addition to the committee. The Chief Operating Officer is responsible for preparing and providing financial information and updates to committee members and actively participates in the decision-making process. All decisions of the Finance Committee are subsequently ratified by the Board of Trustees.

### **Principal risks and uncertainties**

As in the previous year, the key risks reviewed in 2024-25 centred on the organisation's financial sustainability, particularly the potential impact of reduced income from lower student enrolment and slow membership growth. The Board also identified an urgent need to refresh and reorganise existing committee structures and to secure continuity in Board engagement to support the organisation's long-term stability.

The Chair and all Board members regularly have their operational duties reviewed during Board meetings. The Board continually considers interim solutions and evaluates the effectiveness and sustainability of leadership roles to ensure the organisation operates efficiently and effectively.

### **Reserves policy and going concern.**

The IGA's main source of income comes from training courses, which can vary from year to year, while a significant portion of its expenditure, such as salaries and training costs, is largely fixed. In light of this, the trustees have determined that free reserves should be maintained at a level equivalent to at least six months' expenditure. For the 2024-25 financial year, this equates to approximately £341,000.

As of 31 July 2025, the general unrestricted fund stood at £649,745. However, this figure includes certain assets that are not readily accessible. Free reserves are intended to represent the portion of these funds that is most liquid, available to support cash flow if required, and exclude tangible fixed assets. On this basis, free reserves as of 31 July 2025 amounted to £431,424, a decrease from £474,651 in 2024, primarily due to the deficit recorded during the year.

The trustees have carefully reviewed the charity's cash flow projections over the 12 months following the approval of these accounts. They are satisfied that there are no material uncertainties regarding the IGA's financial position and have concluded that the organisation remains a going concern for at least 12 months from January 2026.

Although free reserves at year-end exceed the six-month benchmark, the trustees recognise the importance of strengthening the IGA's financial position further, as reserves can fluctuate during the year and income streams can be unpredictable.

## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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Forecasts for 2025–26 indicate a projected year–end deficit of £78,000. Although this shortfall can be covered from the general reserve fund, the IGA is actively implementing mitigation measures aimed at long–term solutions, including strategies to address declining student recruitment, alongside targeted actions to reduce the anticipated budget deficit.

Despite these challenges, the IGA remains in a stable financial position, allowing the organisation to pursue strategic investments that are critical for modernising operations and programmes. Key initiatives planned for the year include:

- Developing online training modules to supplement in–person courses.
- Launching weekend block training sessions to improve accessibility for trainees.
- Investing in blended learning models, supported by an upgraded audiovisual system, to enhance the quality and delivery of training.

Recent IT system upgrades have already delivered significant benefits, improving communication and collaboration among staff, board members, and committees. These improvements have strengthened operational efficiency and positioned the IGA to better meet the evolving needs of its community. Looking ahead, the organisation will invest in a new hybrid audiovisual system to replace the current unreliable setup, further supporting the delivery of high–quality training and meetings.

### **Structure, governance and management**

The organisation is a charitable company limited by guarantee, incorporated on 3 June 1980, and registered as a charity on 22 September 1980.

Established under a Memorandum of Association that outlines its objectives and powers, the organisation operates in accordance with its Articles of Association.

All trustees contribute their time voluntarily and do not receive any benefits from the charity. Any expenses reclaimed by trustees are transparently detailed in the notes to the accounts, ensuring accountability and openness.

The Board of Trustees works in close collaboration with the Business Management Team to support staff, committees, and members. Day–to–day management and administration of the IGA are delegated by the trustees to Board officers and senior employed staff. Executive oversight is provided by the Chair, Honorary Treasurer, and Honorary Secretary, who work directly with the Business Management Team. This team now includes the newly promoted Chief Operating Officer, the Head of Training, and the Training & Centre Manager. Operational responsibilities previously undertaken by the Chair and other Board members have been transitioned to senior managers, who are supported by appropriate Board members and professional development training to ensure their success.

As highlighted in last year's report, the organisation now has an Honorary Secretary. This addition strengthens governance oversight and contributes to the improvement of the IGA's organisational structure, enhancing its ability to meet its strategic objectives.

### **Appointment of trustees**

Trustees are appointed in accordance with the IGA's Articles of Association. Special Resolutions were unanimously passed at the 2021 AGM to address confusion regarding the Chair Elect, Chair, and Vice Chair positions within the Articles of Association, establishing a clear system of succession for these chairing roles. A new position, Past Chair, was introduced at the 2021 AGM. According to Article 14, board members are elected by the Institute's members for a term of 3 years, with a maximum service period of 6 years. A subsequent amendment to clause 15.3 was approved at the 2022 AGM, removing the requirement for Board approval for all Board nominations. The Articles also provide for the election of non-members of the IGA as trustees. A further revision, addressing the use of gender-specific language in the Articles, was successfully passed at the 2021 AGM.

### **Trustee induction and training**

Newly appointed trustees are sent an information pack which contains information about their responsibilities as Trustees, the IGA's Memorandum and Articles of Association and other key documents. Where the trustee is not a member of the IGA, they are also sent the Members' Handbook and Annual Report which gives an overview of the IGA's activities. New trustees for 2025 also attended a briefing session with the full Board so that everyone could be updated about Trustee responsibilities and procedures and gradually learn about how the IGA functions as an organisation to make informed decisions on governance and strategy.

### **Related parties and relationships with other organisations**

The IGA, as an organisational member of the UKCP, facilitates the accreditation of Foundation, Diploma, and Qualifying Course trainings offered by independent groups across the country. These affiliations were formalised through the introduction of Training Provider agreements, which have proven effective throughout the year. Each related training organisation is represented on the IGA's National Training Advisory Committee (NTAC), chaired by the Head of Training and meeting monthly. The Board of Trustees also holds regular drop-in sessions with the NTAC. Our continued relationship with GASi involves them renting rooms from IGA, an arrangement planned to continue for one more year (SHARON TO UPDATE). Discussions have initiated regarding the King's Fund Library, which we share with GASi.

The IGA is a training organisation member of the UKCP, a member of EGATIN, an affiliate member of the British Psychoanalytic Council, and actively participates in the global advancement of group analysis. Our International Courses Committee collaborates with local organizers and course directors in Albania, Bangalore, Moscow, and Rwanda to conduct IGA-approved courses. Support for group analytic supervision training in St. Petersburg is provided through the Biddle Fund.



## **The Institute of Group Analysis**

### **Trustees' annual report**

#### **For the year ended 31 July 2025**

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The Institute occupies the ground floor of 1 Daleham Gardens, holding a 55% share of the freehold jointly purchased with the Society of Analytic Psychology in 1982. Both parties enjoy a 57-year remaining lease from the joint freeholders.

#### **Remuneration policy for key personnel**

The IGA conducts an annual pay review in July. Factors considered in determining the level of any increase include the charity's financial performance, the living wage, the retail and consumer price indexes, and a comparison with other pay settlements. Any increase is uniformly offered to all employees as a percentage of their salary.

#### **Statement of responsibilities of the trustees**

The trustees, also serving as directors of The Institute of Group Analysis for company law purposes, are tasked with preparing the trustees' annual report, in compliance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Under company law, the trustees are obliged to prepare financial statements for each financial year that provide a true and fair view of the charitable company's incoming resources, application of resources, including income and expenditure, for that period. In the preparation of these financial statements, the trustees are required to:

- Adhere to the methods and principles outlined in the Charities SORP.
- Choose appropriate accounting policies and consistently apply them.
- Make reasonable and prudent judgements and estimates.
- Declare whether applicable UK Accounting Standards and statements of recommended practice have been followed, with 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 the charity will continue in operation.
- The trustees are responsible for maintaining adequate accounting records that accurately disclose the financial position of the charitable company at any time, ensuring compliance with the Companies Act 2006. They are also accountable for safeguarding the assets of the charitable company and taking reasonable measures for the prevention and detection of fraud and other irregularities.

To the best of the trustees' knowledge:

There is no relevant audit information of which the charitable company's auditor is unaware.

The trustees have undertaken all necessary steps to be informed of any relevant audit information and to confirm the auditor's awareness of that information.

The trustees bear responsibility for the maintenance and integrity of the corporate and financial information displayed on the charitable company's website. It is important to note that legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **The Institute of Group Analysis**

### **Trustees' annual report**

**For the year ended 31 July 2025**

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To the best of the trustees' knowledge:

There is no relevant audit information of which the charitable company's auditor is unaware.

The trustees have undertaken all necessary steps to be informed of any relevant audit information and to confirm the auditor's awareness of that information.

The trustees bear responsibility for the maintenance and integrity of the corporate and financial information displayed on the charitable company's website. It is important to note that legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. As of July 31, 2025, the total number of such guarantees was 14 (compared to 12 in 2025). While the trustees hold membership in the charity, this membership grants them solely voting rights, and they do not possess any beneficial interest in the charity.

### **Auditor**

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The Trustees annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The report has been approved by the trustees on 23<sup>rd</sup> of January 2026 and signed on their behalf by

Sharon Hannah  
Chair, Board of Trustees

## Independent auditor's report

To the members of

The Institute of Group Analysis

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### Opinion

We have audited the financial statements of The Institute of Group Analysis (the 'charitable company') for the year ended 31 July 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Institute of Group Analysis' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **Independent auditor's report**

**To the members of**

**The Institute of Group Analysis**

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### **Other Information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

## **Independent auditor's report**

### **To the members of**

#### **The Institute of Group Analysis**

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## **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

## **Capability of the audit in detecting irregularities**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to: □
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.

## **Independent auditor's report**

**To the members of**

### **The Institute of Group Analysis**

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- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation:

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **Independent auditor's report**

**To the members of**

**The Institute of Group Analysis**

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### **Use of our report**

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

Date 8 April 2026

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

The Institute of Group Analysis

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 July 2025

	2025				2024			
	Unrestricted General £	Designated £	Restricted £	Total £	Unrestricted General £	Designated £	Restricted £	Total £
Income from:								
Donations and legacies	-	20,586	-	20,586	-	-	15,776	15,776
Charitable activities								
Institute subscriptions	126,231	-	-	126,231	127,568	-	-	127,568
Training activities	413,254	1,289	41,265	455,808	296,679	4,486	26,869	328,034
Workshops and other incomes	11,511	-	-	11,511	17,167	-	-	17,167
Other trading activities								
Hall hire	31,491	-	-	31,491	29,607	-	-	29,607
Investments	3,481	-	1,788	5,269	-	-	1,787	1,787
Total income	585,968	21,875	43,053	650,896	471,021	4,486	44,432	519,939
Expenditure on:								
Charitable activities								
Educational activities	626,236	4,534	51,501	682,271	568,787	13,441	33,288	615,515
Total expenditure	626,236	4,534	51,501	682,271	568,787	13,441	33,288	615,515
Net income / (expenditure) before net gains / (losses) on investments	(40,268)	17,341	(8,448)	(31,375)	(97,766)	(8,955)	11,145	(95,576)
Net gains / (losses) on investments	6,444	-	(568)	5,876	50,778	-	2,867	53,645
Net income / (expenditure) for the year	(33,824)	17,341	(9,016)	(25,499)	(46,988)	(8,955)	14,012	(41,931)
Net movement in funds	(33,824)	17,341	(9,016)	(25,499)	(46,988)	(8,955)	14,012	(41,931)
Reconciliation of funds:								
Total funds brought forward	1,230,809	28,862	78,448	1,338,119	1,277,797	37,817	64,436	1,380,050
Total funds carried forward	1,196,985	46,203	69,432	1,312,620	1,230,809	28,862	78,448	1,338,119

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.



The Institute of Group Analysis

Balance sheet

Company no. 01499655

As at 31 July 2025

	Note	2025 £	£	2024 £	£
<b>Fixed assets:</b>					
Tangible assets	10	765,561		756,158	
Investments	12	573,723		567,846	
		<u>1,339,284</u>		<u>1,324,004</u>	
<b>Current assets:</b>					
Debtors	13	13,465		14,489	
Cash at bank and in hand		159,631		138,445	
		<u>173,096</u>		<u>152,934</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year		(199,760)		(138,819)	
<b>Net current assets / (liabilities)</b>		<u>(26,664)</u>		<u>14,115</u>	
<b>Total net assets / (liabilities)</b>		<u>1,312,620</u>		<u>1,338,119</u>	
<b>The funds of the charity:</b>	18				
Endowment funds		35,405		35,973	
Restricted income funds		34,027		42,475	
Unrestricted income funds:					
Designated funds		46,203		28,862	
Revaluation reserve		547,240		547,240	
General funds		649,745		683,569	
<b>Total unrestricted funds</b>		<u>1,243,188</u>		<u>1,259,671</u>	
<b>Total charity funds</b>		<u>1,312,620</u>		<u>1,338,119</u>	

Approved by the trustees on 23 January 2026 and signed on their behalf by:

Chair, Board of Trustees

The Institute of Group Analysis

Statement of cash flows

For the year ended 31 July 2025

Reconciliation of net Income / (expenditure) to net cash flow from operating activities

	2025		2024	
	£	£	£	£
<b>Net (expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>(25,499)</b>		<b>(41,931)</b>	
Depreciation and amortisation charges	5,343		16,587	
(Gains) on investments	(5,876)		(53,645)	
Dividends, interest and rent from investments	(5,269)		(1,787)	
Decrease / (Increase) in debtors	1,023		11,398	
(Decrease) in creditors	60,940		(35,251)	
<b>Net cash (used in) operating activities</b>		<b>30,662</b>		<b>(104,629)</b>
<b>Cash flows from investing activities:</b>				
Dividends, interest and rents from investments	5,269		1,787	
Purchase of fixed assets	(14,746)		(1,874)	
Proceeds from sale of investments	-		-	
<b>Net cash provided by / (used in) investing activities</b>		<b>(9,477)</b>		<b>(87)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>21,186</b>		<b>(104,715)</b>
Cash and cash equivalents at the beginning of the year		<b>138,445</b>		<b>243,160</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>159,631</b>		<b>138,445</b>

## The Institute of Group Analysis

### Notes to the financial statements

For the year ended 31 July 2025

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#### 1 Accounting policies

##### a) Statutory information

The Institute of Group Analysis is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address and principal place of business is 1 Daleham Gardens, London, NW3 5BY.

##### b) Basis of preparation

The financial statements have been prepared in accordance with 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 2015) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (September 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

##### c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

##### d) Going concern

The IGA's primary operational activities resulted in an unrestricted deficit of £40,268 (2024: £97,766 deficit) and an unrealised unrestricted investment gain of £6,444 (2024: £50,778). Consequently, the balance of the IGA's general reserve fund has decreased to £649,745 (2024: £683,569). Although the charity continues to report a deficit, the figures show year-on-year improvement in the current financial year. Despite these financial movements, performance over the past six consecutive years demonstrates that the charity is resilient and able to withstand the going-concern pressures. Accordingly, the trustees consider that there are no significant uncertainties regarding the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

##### e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

##### Institute subscriptions

The membership year runs from January to December and subscriptions income is recognised in the Statement of Financial Activities on a time apportioned basis. The unearned subscriptions at the year end are included in creditors: amounts falling due within one year.

##### Courses and similar income

Courses and similar income receivable and charges for services and use of premises are accounted for in the period in which the service is provided.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

##### f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

##### g) Fund accounting

Restricted and endowment funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. Endowment funds are maintained at their capital value with any income generated being used for purposes specified by the donor.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

##### h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of providing high quality training in group analysis, providing membership services for group analysts and running workshops and events for members as well as other activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

##### i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Activity costs are apportioned between charitable activities on the basis of staff time spent on providing activities.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

##### j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

**1 Accounting policies (continued)****k) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The last revaluation of the IGA's property was done in January 2021, and had resulted in a gain of £200,000. The property revaluation is done every 5 years and the charity does not think there is any change in the value of the property in this short period of time. Therefore, the property value remains the same.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Fixtures, fittings and equipment 1/3 on straight line basis
- The King's Fund Library 10% on reducing balance

**l) Listed investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

**m) Debtors**

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

**n) Cash at bank and in hand**

Cash at bank and cash 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.

**o) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**p) Financial instruments**

The charity 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.

**q) Pensions**

The charity operates a defined contributions pension scheme in Scottish Widows group pension scheme for the benefit of participating employees and the pension charge represents amounts payable by the charity to the fund in respect of the year. The assets of the scheme are held separately from those of the Charity in an independently administered fund. There were no outstanding or prepaid contributions at the year end.

**2 Income from charitable activities**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Membership subscriptions	126,231	-	126,231	127,568	-	127,568
Training activities	413,254	41,266	454,520	296,679	26,869	323,548
Workshop and other incomes	11,511	-	11,511	17,167	-	17,167
<b>Total income from charitable activities</b>	<b>550,996</b>	<b>41,266</b>	<b>592,262</b>	<b>441,414</b>	<b>26,869</b>	<b>468,283</b>

**3 Income from investments**

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Listed investments	3,481	1,788	5,269	-	1,787	1,787
	3,481	1,788	5,269	-	1,787	1,787

The Institute of Group Analysis

Notes to the financial statements

For the year ended 31 July 2025

4a. Analysis of expenditure (current year)

	Basis of allocation	Education services £	Support costs £	Governance costs £	2025 Total £	2024 Total £
Staff cost (Note 6)	Staff time	262,622	49,596	-	312,217	317,479
Expenditure on courses and workshops	Direct	202,984	-	-	202,984	130,025
Staff recruitment and training	Direct	4,274	-	-	4,274	3,786
Occupancy costs	Usage	38,395	4,266	-	42,661	56,961
Audit and accountancy	Direct	-	-	12,000	12,000	10,200
Legal expenses	Direct	-	-	-	-	180
Depreciation	Usage	4,784	532	-	5,315	16,587
Office expenses	Usage	35,935	3,993	2,859	42,787	32,404
Library costs	Direct	3,998	-	-	3,998	1,625
Designated fund projects	Direct	4,534	-	-	4,534	13,441
Restricted funds: Training courses	Direct	36,216	-	-	36,216	23,464
Restricted funds : QMMAC and training expenses	Direct	3,035	-	-	3,035	1,824
Restricted funds: Bursaries and prizes	Direct	12,250	-	-	12,250	8,000
		609,026	58,386	14,859	682,271	615,975
Support costs		58,386	(58,386)	-	-	-
Governance costs		14,859	-	(14,859)	-	-
<b>Total expenditure 2025</b>		-	-	-	<b>682,271</b>	<b>615,976</b>

The Institute of Group Analysis

Notes to the financial statements

For the year ended 31 July 2025

4b Analysis of expenditure (prior year)

	Basis of allocation	Education services £	Support costs £	Governance costs £	2024 Total £
Staff cost (Note 6)	Staff time	265,425	52,054	-	317,479
Expenditure on courses and workshops	Direct	130,025	-	-	130,025
Staff recruitment and training	Direct	3,786	-	-	3,786
Occupancy costs	Usage	51,265	5,696	-	56,961
Audit and accountancy	Direct	-	-	10,200	10,200
Legal expenses	Direct	-	-	180	180
Depreciation	Usage	14,928	1,659	-	16,587
Office expenses	Usage	27,327	3,035	2,042	32,404
Library costs	Direct	1,625	-	-	1,625
Legacy fund projects	Direct	13,441	-	-	13,441
Restricted funds: Training courses	Direct	23,464	-	-	23,464
Restricted funds : QMMAC and training expenses	Direct	1,824	-	-	1,824
Restricted funds: Bursaries and prizes	Direct	8,000	-	-	8,000
		541,110	62,444	12,422	615,976
Support costs		62,444	(62,444)	-	-
Governance costs		12,422	-	(12,422)	-
Total expenditure 2024		-	-	-	615,976

## The Institute of Group Analysis

### Notes to the financial statements

For the year ended 31 July 2025

#### 5 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2025 £	2024 £
Depreciation	5,315	16,587
Auditor's remuneration (excluding VAT):	10,000	8,500

#### 6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	280,495	282,015
Social security costs	21,868	23,783
Employer's contribution to defined contribution pension schemes	9,854	11,681
	312,217	317,479

No employee earned more than £60,000 during the year (2024: 60,000).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £176,896 (2024: £170,175). The key management personnel include Head of Training, Chief Operating Officer and Training and Centre Manager.

The trustees all give freely, their time and expertise without any form of remuneration or other benefit in cash or kind. However, they receive remuneration for their teaching services and reimbursement for their travel expenses. Trustees who received remuneration for their teaching services and reimbursement in the current year were: – Sally Bild (teaching £13,750), Sharon Hannah (travel £728.65), Matthew Rich-Tolsma (teaching £1,437 and travel £1,738.99), Graham McKay (teaching £840), Richard Blackwell (teaching £675) and Sue Wallace (teaching £556 and travel £391). There were no conflict of interest and trustees are not remunerated for any of their board duties.

#### Staff numbers

#### 7

The average number of employees (head count based on number of staff employed) during the year was 15 (2024: 14).

Staff are split across the activities of the charitable company as follows (full time equivalent basis):

	2025 No.	2024 No.
Education	7.0	7.0
Support and governance	1.0	1.0
	8.0	8.0

#### 8 Related party transactions

There are no related party transactions to disclose for 2025 other than those on Note 6 (2025): none).

There are no donations from related parties which are outside the normal course of business, except legacy donations totalling £20,586 from the Estate of Ronald Morris Nitsun..

#### 9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The Institute of Group Analysis  
Notes to the financial statements  
For the year ended 31 July 2025

10 Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office and other equipment £	The King's Fund Library £	Total £
<b>Cost or valuation</b>					
At the start of the year	750,000	8,010	48,668	9,829	816,507
Additions in year	-	-	14,746	-	14,746
At the end of the year	750,000	8,010	63,414	9,829	831,253
<b>Depreciation</b>					
At the start of the year	-	8,010	42,794	9,545	60,349
Charge for the year	-	-	5,315	28	5,343
At the end of the year	-	8,010	48,109	9,573	65,692
<b>Net book value</b>					
At the end of the year	750,000	-	15,305	256	765,561
At the start of the year	750,000	-	5,874	284	756,158

All of the above assets are used for charitable purposes.

The addition to the fixed assets were done right at the end of the financial year and they were not operational in the financial year. Hence, no depreciation was calculated for these items.

11 Assets revaluation

	2025 £	2024 £
Freehold property (general fund)		
Historic cost	202,760	202,760
Revaluation surplus	547,240	547,240
Fair value	750,000	750,000

The freehold property at 1 Daleham Gardens was purchased in 1982, in partnership with the Society of Analytic Psychology, the Institute having a 55% share and occupying the ground floor and the Society occupying the remainder of the premises. Neither area is self-contained and each holds a 56 years (remaining) lease from the joint freeholders.

Property Time, a local firm of property advisors, valued IGA's share of the property at £1 million in January 2021, based on its current usage. Due to the ownership and physical occupation arrangements described above, the Trustees believe that it would be difficult to easily dispose of their interest in the property, making the indicated value reasonable. No depreciation has been applied to the freehold property interest, as the Trustees consider the asset to have a long useful life, and at the balance sheet date, its residual value was not significantly different from its carrying amount, as the property is well-maintained. The last revaluation of IGA's property was completed in January 2021, and property valuations are conducted every five years. The charity does not anticipate any material change in the property's value. Therefore, the property value remains the same for this financial year.

12 Listed investments

	Dennis Brown Fund	Marisa Dillon Weston Fund	Unrestricted fund	2025 £	2024 £
Fair value at the start of the year	14,048	21,924	531,875	567,847	514,201
Transfer	-	-	-	-	-
Net gain / (loss) on change in fair value	(224)	(344)	6,444	5,876	53,645
Fair value at the end of the year	13,824	21,580	538,319	573,723	567,846
Historic cost at the end of the year	10,000	20,000	365,000	395,000	395,000

All investments are listed on the London stock exchange within the UK



The Institute of Group Analysis

Notes to the financial statements

For the year ended 31 July 2025

13 Debtors

	2025 £	2024 £
Courses, workshops and subscriptions	8,617	9,624
Prepayments	4,848	4,865
Accrued income	-	-
	<u>13,465</u>	<u>14,489</u>

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 14 below.

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	15,539	2,456
Taxation and social security	17,485	7,901
Other creditors	1,462	3,332
Accruals	12,000	14,272
Deferred income	101,235	58,551
Membership subscriptions in advance	52,039	52,307
	<u>199,760</u>	<u>138,819</u>

15 Deferred income and membership subscriptions in advance

Deferred income comprises membership fee and courses income received in advance:

	2025 £	2024 £
Balance at the beginning of the year	110,858	131,508
Amount released to income in the year	(110,858)	(131,508)
Amount deferred in the year	153,274	110,858
Balance at the end of the year	<u>153,274</u>	<u>110,858</u>

16 Pension scheme

The charity operates a defined contributions pension scheme for the benefit of participating employees and the pension charge represents amounts payable by the charity to the fund in respect of the year. The assets of the scheme are held separately from those of the Charity in an independently administered fund. There were no outstanding or prepaid contributions at the year end.

17a Analysis of net assets between funds (current year)

	General unrestricted £	Revaluation reserve £	Designated £	Restricted £	Endowment £	Total funds
Tangible fixed assets	218,321	547,240	-	-	-	765,561
Investments	538,318	-	-	-	35,405	573,723
Current assets	92,866	-	46,203	34,027	-	173,096
Current liabilities	(199,760)	-	-	-	-	(199,760)
Net assets at 31 July 2025	<u>649,745</u>	<u>547,240</u>	<u>46,203</u>	<u>34,027</u>	<u>35,405</u>	<u>1,312,620</u>

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Revaluation reserve £	Designated £	Restricted £	Endowment £	Total funds
Tangible fixed assets	208,918	547,240	-	-	-	756,158
Investments	531,875	-	-	-	35,973	567,848
Current assets	81,598	-	28,862	42,474	-	152,934
Current liabilities	(138,819)	-	-	-	-	(138,819)
Net assets at 31 July 2024	<u>683,569</u>	<u>547,240</u>	<u>28,862</u>	<u>42,474</u>	<u>35,973</u>	<u>1,338,121</u>

## 18a Movements in funds (current year)

	At 1 August 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 July 2025 £
<b>Endowment funds:</b>					
Dennis Brown Fund	14,049	-	(224)	-	13,825
Marisa Dillon Weston Fund	21,924	-	(344)	-	21,580
<b>Restricted funds:</b>					
R. Casson Scholarship Fund	1,438	184	-	-	1,622
Dennis Brown Fund	2,550	559	(1,000)	-	2,109
Marisa Dillon Weston Fund	2,461	1,045	(1,000)	-	2,506
Scotland courses fund	10,214	37,283	(36,216)	-	11,281
QMMAC	4,447	3,106	(3,035)	-	4,518
London Foundation Course bursaries	1,364	877	(250)	-	1,991
Vivienne Cohen bursary fund	16,000	-	(10,000)	-	6,000
Malcolm Pines legacy fund	4,000	-	-	-	4,000
<b>Total restricted and endowment funds</b>	<b>78,447</b>	<b>43,054</b>	<b>(52,069)</b>	<b>-</b>	<b>69,432</b>
<b>Unrestricted funds:</b>					
Unrestricted general fund	683,569	592,412	(626,236)	-	649,745
Revaluation reserve	547,240	-	-	-	547,240
<b>Designated funds:</b>					
Designated fund projects	26,961	21,876	(4,534)	-	44,303
Website development fund	1,900	-	-	-	1,900
<b>Total Unrestricted funds</b>	<b>1,259,670</b>	<b>614,288</b>	<b>(630,770)</b>	<b>-</b>	<b>1,243,188</b>
<b>Total funds</b>	<b>1,338,117</b>	<b>657,342</b>	<b>(682,839)</b>	<b>-</b>	<b>1,312,620</b>

The narrative to explain the purpose of each fund is given at the foot of the note below.

## 18b Movements in funds (prior year)

	At 1 August 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 July 2024 £
<b>Endowment funds:</b>					
Dennis Brown Fund	13,066	983	-	-	14,049
Marisa Dillon Weston Fund	20,040	1,884	-	-	21,924
<b>Restricted funds:</b>					
R. Casson Scholarship Fund	1,743	195	(500)	-	1,438
Dennis Brown Fund	3,008	542	(1,000)	-	2,550
Marisa Dillon Weston Fund	2,911	1,050	(1,500)	-	2,461
Scotland courses fund	3,459	24,633	(17,878)	-	10,214
Brighton Coursesfund	5,586	-	(5,586)	-	-
QMMAC	4,035	2,236	(1,824)	-	4,447
London Foundation Course bursaries (GAN London)	588	776	-	-	1,364
Fitzrovia Group Analysis Bursary	1,000	-	(1,000)	-	-
Vivienne Cohen bursary fund	7,000	13,000	(4,000)	-	16,000
Malcolm Pines legacy fund	2,000	2,000	-	-	4,000
<b>Total restricted and endowment funds</b>	<b>64,436</b>	<b>47,299</b>	<b>(33,288)</b>	<b>-</b>	<b>78,448</b>
<b>Unrestricted funds:</b>					
Unrestricted general fund	730,557	521,799	(568,787)	-	683,569
Revaluation reserve	547,240	-	-	-	547,240
<b>Designated funds:</b>					
Legacy fund projects	35,917	4,486	(13,441)	-	26,962
Website development fund	1,900	-	-	-	1,900
<b>Total Unrestricted funds</b>	<b>1,315,614</b>	<b>526,285</b>	<b>(582,228)</b>	<b>-</b>	<b>1,259,671</b>
<b>Total funds</b>	<b>1,380,050</b>	<b>573,584</b>	<b>(615,516)</b>	<b>-</b>	<b>1,338,119</b>

**Purposes of endowment and restricted funds**

**Dennis Brown Fund**

The income from this fund provides a prize for the best essay by a trainee on the IGA's Qualifying Course and an annual bursary for a trainee on either the Diploma or Qualifying Course who has a demonstrated interest in intercultural group analysis and the development of group analytic theory. The endowment fund element has been separated out.

**Marisa Dillon Weston Fund**

The income from this fund provides bursaries for students from Scotland on the IGA's Diploma and Qualifying Courses. The endowment fund element has been separated out. This financial year, the funder has allocated £5,000 from the endowment fund to the Restricted fund. This allocation is intended to support the development of Foundation and Diploma courses for Scotland.

**Ronald Casson Scholarship Fund**

Bursaries for the IGA's Diploma and Qualifying courses.

**Scotland Course Fund**

This fund was transferred from designated funds in 2017 and is for the provision of training in group analysis in Scotland.

**Brighton Foundation Courses**

The IGA office was engaged in temporarily supervising the financial management aspects of the Foundation course training in Brighton. This is no longer the case as Brighton has started managing their own course.

**QMMAC**

Quarterly meetings for members and colleagues for professional contact, dialogue and contact.

**London Foundation Course**

Provides bursaries for IGA Foundation course students in London.

**Vivienne Cohen bursary fund**

Support in the form of three annual bursaries for London IGA Qualifying Course Applicants.

**Malcolm Pines legacy fund**

A fund provided for legacy funds projects

**Purposes of designated funds**

**Designated fund Morris Nitsun Fund**

A fund provided for development of new IGA London courses

**Website development fund**

For the re-development of the IGA's website.

**Legacy projects fund**

The IGA received a legacy donation in 2020 from The Estate of Late Roger Anthony Cornish Deceased. In response, a Legacy Committee was formed, representing various sections of the IGA. The Committee established an efficient procedure to allocate these funds to successful projects and activities aligning with the IGA's charitable aims and objectives. This process received endorsement from the board. The subsequent expenditures for the projects, along with additional funds transferred for these projects, have been included in designated funds.

**Revaluation reserve**

The most recent revaluation of the IGA's property was conducted in January 2021, resulting in a gain of £200,000. As the property revaluation is typically undertaken every five years, and there is no perceived change in the property's value within this short timeframe, the charity has determined that the property value remains unchanged.

**19 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.