

THE CHARTERED COLLEGE OF TEACHING

England & Wales · Charity number 313608

Details

Other names	COLLEGE OF PRECEPTORS, COLLEGE OF TEACHERS, THE CHARTERED COLLEGE OF TEACHING
Status	Registered
Legal form	Other
Registered	1964-05-05
Register	View on the Charity Commission register

Contact

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Activities

Objects: THE PROMOTION OF SOUND LEARNING AND THE IMPROVEMENT AND RECOGNITION OF THE ART, SCIENCE AND PRACTICE OF TEACHING FOR THE PUBLIC BENEFIT (WHERE TEACHING MAY INCLUDE BUT SHALL NOT BE LIMITED TO INSTRUCTION, RESEARCH, AND ASSESSMENT).

Activities: The College of Teachers aims to:- recognise, develop and assert the intellectual authority, leadership and professional excellence of teachers - provide an independent source of advice on educational issues backed by experience and research

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,492,934	£2,205,594	£963,916	27
2024-03-31	£2,151,142	£2,124,233	£676,576	30
2023-03-31	£2,202,419	£2,145,655	£649,667	30
2022-03-31	£1,975,137	£2,108,181	£592,903	29
2021-03-31	£2,007,913	£2,038,758	£725,947	29

Trustees

Name	Role	Appointed
Adam Kohlbeck		2025-11-12
Aimee Catherine Tinkler		2018-08-15
Andrew Robert Wolfe		2024-05-21
Dr Caroline Teresa Creaby		2023-11-11
Dr Chris Baker		2025-11-12
Emma Blake		2025-11-12
Haili Hughes		2023-11-11
Hannah Victoria Knowles		2020-11-07
Harroop Sandhu		2025-11-12
Katherine Owbridge		2025-11-12
Liz Gregory		2021-12-04
Marcus Richards		2016-06-18
Natasha Crellin		2018-10-06
Paul Barber		2016-06-18
Rebecca Hanson		2023-11-11
SUFIAN SADIQ		2020-11-07
Saiqua Zaneb		2025-11-12
Tracy Goodyear		2025-11-12

Linked charities

- PHILIP MAGNUS FUND (313608-1)
- COLLEGE OF PRECEPTORS AWARD FUND (313608-2)

THE CHARTERED COLLEGE OF TEACHING

England & Wales - Charity number 313608

Accounts



Chartered College
of Teaching

Annual Report

Report of the Council and Audited Financial
Statements for the Year Ended 31 March 2025

The Chartered College of Teaching is incorporated by Royal Charter
(registered number RC00128) and a registered charity (number 313608).



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For the year ended 31 March 2025



President's Report for the Year Ended 31 March 2025

I was honoured to take on the role of President of the Chartered College of Teaching at the AGM in November 2024. I have been involved in the work of the Chartered College since 2017 and am fully dedicated to driving forward our mission of empowering a knowledgeable and respected teaching profession through membership and accreditation.

*'Nobody forgets a good teacher. For each of us, the teachers who inspired us and awakened our enthusiasm, gave us opportunities to express ourselves, allowed us to find unsuspected talents, teachers who cared about us and about the people we might become - these people are imprinted as deeply upon us as if they stood in front of us now. That deep human quality of great teaching perhaps explains best why we find our teachers so memorable. Sometimes it also disguises the extraordinary professionalism of the teachers themselves and the deep knowledge and skill that underpins inspiring teaching.'*¹

This statement drives the work of the Chartered College. We believe our members and Fellows are committed to their profession and that the Chartered College can help them to be the best they can be.

With teacher recruitment and retention still a major issue, particularly in England, the need for a professional body for teachers is stronger than ever. The teaching profession should feel empowered, have a high standing in society and develop as a profession. The Chartered College ensures that professional practice is grounded in the best up-to-date evidence through our Chartered Status accreditation and plays a part in generating continuous improvement across the profession. We are a respected voice on professional matters and we contribute to policy. We believe that recognising the brilliant work of the teaching profession and celebrating the achievements of teachers is hugely important. I was delighted to receive my Chartered Status (Leadership) accreditation and to celebrate

this achievement with my fellow graduates, alongside those being awarded Fellowship of the Chartered College.

None of the fantastic work of the Chartered College would be possible without the dedicated employee team. I would like to thank our Chief Executive Dame Alison Peacock and our two Deputy CEOs Jen Baxter and Dr Cat Scutt, as well as the rest of our impressive employee team, for the work they do to progress the charity's mission.

I would also like to thank the Council members, including Dr Steven Berryman FCCT CTeach (Leadership), whose term of office as President ended in 2024, for his contributions of expertise and time during the year. Our new Co-Presidents-Elect Liz Gregory FCCT FRSA and Sufian Sadiq FCCT will bring their vast and varied experience and expertise to our Council and strengthen our impact and reach. I am looking forward to working alongside them and our other Council members.

We are committed to supporting the development of the teaching profession, and in doing so, we believe that we can make a significant contribution to the lives and life chances of children and young people in this and future generations. I am excited to lead our Council to continue to make the Chartered College of Teaching the professional body that our teachers deserve.

Aimée Tinkler FCCT CTeach (Leadership)
President of the Chartered College of Teaching

¹The Prince's Teaching Institute (2014) A new member-driven College of Teaching: A Blueprint, p.4. Available at: https://ptieducation.org/documents/PTI_Blueprint_FINAL_Updated_140516.pdf (accessed 18 June 2025).



Chief Executive's Report for the Year Ended 31 March 2025

This year I have travelled extensively, meeting thousands of teachers and leaders dedicated to the teaching profession and passionate about the work of the Chartered College of Teaching. Our profession never ceases to amaze me and I am proud of both the work our members and Fellows do, and how the Chartered College supports them.

I have particularly welcomed meetings with the Education Minister in Northern Ireland, the Cabinet Secretary for Education in Wales, and, following the general election, the Secretary of State for Education in Westminster, as well as joining the School Expert Advisory Group. Our Fellows discussed professionalism and ethical leadership with Baroness Estelle Morris in the House of Lords, and continued to influence policy through roundtables on recruitment and retention, Ofsted and curriculum.

In July 2025 I was delighted to welcome Her Royal Highness Princess Beatrice as our Patron and as an advocate for the teaching profession. I am extremely grateful for her recognition of the important work that the Chartered College of Teaching does to empower the profession, and look forward to her involvement with us. Royal patronage gives a clear indication of the fundamental role teachers play in society and for children and young people. Together with HRH Princess Beatrice, we look forward to championing the teaching profession with renewed purpose and visibility.

I would like to thank our Council and employee team for all they achieved in 2024/25, along with our funders and our brilliant members and Fellows, without whom none of this would be possible. Our talented employee team are dedicated to providing the best possible support to our members, and I am proud of our new and important projects supporting diversity in teacher recruitment, the development of artificial intelligence tools and training, and flexible working.

Next year, we will trial and implement models to help us grow accreditation and group membership, including alternative delivery models for Chartered Status and our data and digital project, and I am looking forward to the revision of our organisational Theory of Change. We are a growing charity with big ambitions and I am very excited about our potential for the future.

Dame Alison Peacock
Chief Executive Officer



The Chartered College of Teaching is the professional body for teachers. Our mission is ‘empowering a knowledgeable and respected teaching profession through membership and accreditation’.

We want to see teaching as a high-status profession, with policy based on research and teachers’ input, recruitment and retention rates no longer an issue and improved pupil outcomes for all children and young people.



Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.



Thank you to our funders

We continue to be incredibly grateful to all our funders and partners for their ongoing support of the Chartered College of Teaching. Our long-term partnerships allow us to amplify the work that we do and to plan our resources more strategically. The Pears Foundation continues to be a hugely supportive partner and believes strongly in the importance and aims of the Chartered College of Teaching. They provide generous core funding for the charity as well as professional learning opportunities and space for our team. The Paul Hamlyn Foundation has provided generous backbone funding to the charity between 2021 and 2025, demonstrating a genuine long-term commitment to the work of the Chartered College of Teaching. Nord Anglia Education has continued to support the growth of the Chartered College of Teaching by providing generous core funding and demonstrating its commitment to the charity's aims. The Helen Hamlyn Trust is generously funding the multi-year Rethinking the Curriculum project to support teachers and school leaders in primary schools to enhance practice and learning outcomes for children, through rethinking curriculum design. Funded by Mission 44, we are working with Chiltern Learning Trust and Being Luminary on an important project to test solutions focused on increasing diversity in teaching through Initial Teacher Training. Our funders have provided support in both unrestricted and restricted funding to help us implement our strategic and operational priorities as well as deliver impact in some of our priority programmes. We look forward to continuing to strengthen these important partnerships next year.



3.6 million +
pupils reached through
our members

230k
people visiting MyCollege
in the last year

Over 1,665 Fellows

1,600
individuals have been
awarded Chartered Teacher
status or have achieved the
Certificate in Evidence-
Informed Practice

101.5k
followers across all social
media platforms

100k+
recorded video views

950k+
views across Chartered
College platforms since
January 2019

2,000
published articles in
Impact and MyCollege

Report of the Council for the Year Ended 31 March 2025

The Council presents its report with the financial statements of the charity for the year ended 31 March 2025. The Council has adopted the provisions of 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).

Objectives & Activities

Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated in our Royal Charter and charitable aims is 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment).' The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher. The Chartered College of Teaching has advanced its charitable aims during 2024/25 through the strategic priorities and activities. FY 2024/25 has been another important year for the Chartered College of Teaching. We have made significant progress in areas of membership, accreditation, publications, research and policy, and events, as well as across our operations. We have also delivered a range of strategic funded projects. Progress in these areas is highlighted in this report.



Significant activities

Membership

We were delighted to welcome almost 300 new Fellows to the College during FY 2024/25. Fellowship recognises the outstanding contribution of experienced teachers and their ongoing support to the future development of teachers with the post-nominals FCCT.

We have also had a high number of student teachers joining us this year, almost 6,000, and are looking forward to supporting them as they start their careers as teachers.

We have continued to see growth in group membership and accreditation, testament to the value schools, trusts and organisations are seeing in enabling all of their staff to belong to and engage with the Chartered College of Teaching. Group sales and renewals include trust-wide group membership for United Learning, Education South West, Turner Schools, Leigh Academies Trust, CORE Education Trust and the Society of Heads, Forward as One MAT, The Streetly Academy, Solent Academies, Tute Education and The Outdoors School. By introducing Research Champions in schools, we are also ensuring that schools and trusts are able to utilise their memberships in a meaningful, impactful way, to benefit their professional development and the young people they teach.

Through Chartered College membership, teaching assistants, teachers and leaders are provided with the space for ongoing debate and a platform for their voices to be heard by decision-makers, whether that's through consultations on education policy or termly issues of Impact, our peer-reviewed, award-winning journal, which supports teachers to work with the latest research and build their knowledge of good practice. Members have access to every single issue of Impact on our member platform MyCollege, which contains over 1,900 articles, case studies and guides across three hubs, as well as footage of classroom practice, interviews and webinars on our Video Hub, all designed to support teacher development.

FY 2024/25 saw the launch of a data transformation project, a significant step for the charity both strategically and financially, but one that will better set us up for growth and will improve the overall experience for members. The project involves moving our CRM from a bespoke platform to Salesforce, and aims to create more efficient and robust processes, leading to more focus on membership sales and engagement.

“Chartered Teacher Status changed me as a teacher – it’s made me think differently about my professional development and practice.”

Elaine Scott
FCCT CTeach



Accreditation and CPD

Over 650 teachers have now been awarded Chartered Status and nearly 3,000 have completed at least one Chartered unit. We have further developed our Chartered Status accreditation offer and now have three Chartered Pathways:

- Chartered Teacher Status Pathway (for practising classroom teachers, including middle leaders and some senior leaders with teaching responsibilities).
- Chartered Teacher (Leadership) Status Pathway (for senior leaders, headteachers and those working in leadership roles across multiple schools).
- Chartered Teacher (Mentor) Status Pathway (for practising mentors who are employed as teachers or middle leaders, and who are mentoring one or more classroom-based teachers).

This year we launched the role of Chartered College of Teaching Research Champion which offers members the opportunity to act as a liaison between the Chartered College and their school. Research Champions are advocates for the College and actively support their colleagues in engaging with Chartered College of Teaching resources and content, with the objective of promoting ongoing professional learning and the adoption of evidence-informed approaches within their school context.

As part of our commitment to embedding an evidence-informed culture in schools and trusts, we have been conducting a pilot Research Mark kitemark accreditation. This recognises and celebrates schools and trusts who are working towards embedding, or who already have embedded, engagement with research and evidence across their setting(s). We also launched Institutional Member Status, an institution-level designation, which recognises and celebrates the growing number of schools, trusts and organisations who commit to professional learning and evidence-informed practice through the Chartered College for all, or the majority of, their staff.

We have secured support of five multi-academy trusts to fund development of the Chartered Status specialist pathway for Catholic Educators, and are working with Outwood Grange Academies Trust to develop a trust-wide model, setting us up for the development of new delivery models of chartered study.





Publications, research, policy and events

This year, in addition to three, termly issues of our award-winning journal *Impact*, we have developed a special issue focussing on the safe and effective use of AI as part of a project funded by the Department for Education. We also have a book series based on the Professional Principles from the Chartered Status Pathways in the works, along with a book for initial teacher trainers. The termly issues of *Impact* focused on:

- **Issue 21: Approaches to assessment**
- **Issue 22: Embedding a culture of research in schools**
- **Issue 23: Teacher professionalism: Concepts, definitions, opportunities.**

We have strategically shaped our thought leadership work this past year and have submitted evidence to the government's Curriculum and Assessment Review, the Education Committee's call for evidence on 'solving the SEND crisis' and the National Audit Office's call for evidence on education recovery. We have also published a report outlining our definition of teacher professionalism, which has been well received by the sector and has led to many follow-on presentations, including for the National Centre for Excellence in the Teaching of Mathematics and the Westminster Education Forum.

Our profile in the sector is strong, led by relationships, positions on sector-wide advisory boards and our high-quality products, projects, research and policy work. The Chartered College has had greater opportunities to contribute to and influence policy this year, including through being part of the new Ofsted reference groups, the DfE NPQ group and a new working party on teacher training. Our CEO has joined the Welsh Ministerial Advisory Group and was pleased to have a positive meeting with the Education Minister of Northern Ireland, as well as contributing to the first report of the Commission into Countering Online Conspiracies in Schools.

The Chartered College has hosted a range of high-profile events, including the launch of our professionalism report at the House of Lords in April 2024, the jointly held AGM and Chartered Teacher graduation ceremony in November 2024,

and in March 2025, both the Annual Lecture on AI in Education and an EdTech Summit. We delivered the Great Big Small Schools event in January 2025, the first nationwide INSET for small schools. Organised with the support of the Church of England Foundation for Educational Leadership and a group of multi-academy trusts across the country, the day brought together 1,000 teachers and leaders from small schools online to access expert keynotes, workshops and panels tailored to them. Fellow roundtables are a new addition to our events portfolio and have been proven hugely successful as they allow Fellows to feed directly into ongoing policy debates and discussions.

“I’m very pleased to be a member – MyCollege is an absolute treasure trove of case studies, guidance and beautiful professional thinking!”

Anna Hackett
MCCT



Charitable activities

Projects

Rethinking Curriculum, funded by the Helen Hamlyn Trust

Rethinking Curriculum is a long-term curriculum development project focused on building knowledge and skills within the English primary sector. The project aims to support and equip teachers and school leaders with the knowledge and skills to identify, plan and implement curriculum development work in a sustainable, context-specific and impactful way. This will mean that all pupils will have access to an expansive, inspiring curriculum that connects them with local communities and enables them to lead healthy, fulfilled lives.

Diversity in Education, funded by Mission 44

Despite being overrepresented among applicants for teacher training, people from ethnic minority backgrounds are considerably underrepresented in teaching. To build a more inclusive education system, Mission 44, through its Diversity in Education Fund, is funding a partnership of the Chartered College of Teaching, Being Luminary and Chiltern Learning Trust to focus on School-Centred Initial Teacher Training providers (SCITTs) across England. As part of this important project we are:

- training Chartered College Fellows from ethnic minority backgrounds who have expertise in teacher development to act as coaches for ITT providers
- developing training for SCITT staff and for induction tutors, mentors, leaders and other school staff in placement schools, focused on inclusive practices
- running funded Chartered Teacher, Chartered Teacher (Leadership) and Chartered Teacher (Mentor) cohorts for ethnic minority teachers with an interest in a career in teacher education.

Exploring the impact of offsite planning, preparation, and assessment (PPA) on teacher retention, funded by the Education Endowment Foundation

Teacher recruitment and retention is a major challenge, both in England and globally. Historically, teachers have had less access to flexible working than other professionals. This is an issue that has become more salient with the recent rise in working from home. In collaboration with the IOE, UCL's Faculty of Education and Society, the Chartered College is carrying out research to explore the perceived impact on teacher retention when schools encourage teachers' PPA time to be taken offsite.

EdTech Evidence Board (EEB), funded by the Department for Education

This project aims to help educational settings and EdTech companies to better understand and improve the impact of their products on teaching and learning. The EEB takes an evidence-based approach to evaluating the effectiveness and impact of EdTech products. The board reviews evidence submitted by EdTech suppliers using a defined set of criteria. The criteria is informed by research evidence and developed in consultation with subject matter experts, suppliers, schools and colleges. The EEB will have a positive impact on the sector by driving critical thinking among schools and EdTech providers about the impact and measurement of EdTech products, helping education settings feel confident that they are choosing products that work well for them and for their classrooms.

The Use of AI in Schools, funded by the Department for Education

Working in partnership with Chiltern Learning Trust, this project will develop resources and guidance to support teachers and leaders to unlock the time-saving benefits of AI. We have published a special issue of Impact on the safe and effective use of AI in education. The issue explores how AI tools are being used in educational settings and discusses the benefits, issues and uncertainties surrounding the rapid uptake of this technology by educators and students. It also looks at the impact AI could have on supporting students with SEND, the workload crisis and the role of the teacher, as well as discussing training requirements, data protection and AI policies.

Diversity and inclusion

At the Chartered College of Teaching, we are committed to being inclusive and accessible so that members, stakeholders and employees can engage with our mission without encountering barriers. We aim to create an environment in which all voices are heard and respected and everybody is valued individually, strengthening our collective work as an organisation. We are working to further understand the structural inequalities that exist in education and are committed to advocating for change so that teaching becomes a diverse, equitable and inclusive profession.

We continue to make progress across our diversity and accessibility strategy, with this now fully embedded across the organisation. Specific activity has included presenting findings from our journal club project focusing on SEND and teacher-TA dialogue at the BERA conference in September 2024; compiling a line manager training course and resources with specific sections on creating an inclusive and diverse workforce and on recruitment bias training; providing training to the Council; providing monthly resources to all staff via our Team Hub to raise awareness and develop understanding of a variety of EDI topics; and finally, revisiting our recruitment strategy and discussing both changes to make to ensure barriers are removed during the recruitment process and ways to increase the racial diversity of our workforce.

We also re-issued our staff EDI self-efficacy survey to compare responses and found a positive impact of

the targeted learning opportunities we have put in place following the first iteration two years ago. This also helped us to identify further development needs and training for staff, and we re-launched our diversity survey for members following a thorough but lengthy data protection impact assessment process.

In the coming year, we will be analysing our membership diversity survey, using the DfE teacher diversity data as a benchmark, and develop plans accordingly. We will also be promoting the importance of having a diverse range of voices at governance level as part of our 2025 Council elections communications.

Fundraising approach and controls

Donors to the Chartered College of Teaching can be assured regulatory standards for fundraising are followed. We are voluntarily registered with the Fundraising Regulator, we are GDPR compliant and have robust systems for data maintenance and record keeping. No complaints relating to fundraising activities have been received or raised through the regulator. All fundraising activity is undertaken by the organisation, no fundraising activities are carried out using professional fundraisers or commercial organisations. We have a donations page on our website if members of the public wish to donate - we do not contact members of the public directly to request donations.





Financial Review

Financial position

We achieved a financial surplus of £287,340 (2023/24 £26,909), which far exceeded our budgeted surplus of £10,424. This is due to the timing of income and expenditure recognition of restricted funding. In line with Charity SORP we recognised income for projects, e.g. those funded by Mission 44 and the Helen Hamlyn Trust in FY 2024/25, but will recognise a higher proportion of the expenditure in FY 2025/26. As a direct result, we are forecasting a deficit for FY 2025/26 of £176k, with a total forecast surplus over the two financial years of FY 2024/25 and FY 2025/26 of £22k. This forecast surplus is in line with previous years, where the budgeted surplus has been ~£10k.

Income **£2,492,934**

Expenditure **£2,205,594**

Income

The total income in FY 2024/25 was **£2,492,934** (2023/24 £2,151,142). Income from membership continued to be the largest source of income, generating **£1,387,037** and 56% of total income in 2024/25 (2023/24 £1,350,034 and 63%). Income from learning programmes generated income of **£170,765** (2023/24 £196,901). Income from restricted projects totalled **£351,500** (2023/24 £268,902) and unrestricted income from donations and grants totalled **£159,982** (2023/24 £192,827) due to generous funding from our core partners. This has enabled us to continue to increase our impact on teachers and improve our products and services, as well as enabling us to improve

Expenditure

The Chartered College of Teaching had **£2,205,594** expenditure in 2024/25 (2023/24 £2,124,233). 32% of unrestricted expenditure (excluding staff costs) was spent on membership costs.

Reserves policy

Our unrestricted reserves are the net current assets of our general unrestricted funds. The charity holds unrestricted reserves to provide working capital to finance day-to-day operations, provide a safeguard against the risks of unforeseen liabilities and expenditure, and provide a safeguard against unforeseen shortfalls in income. The Finance, Risk and Audit Committee and the Council continued to monitor the reserves policy in 2024/25 to ensure that the Chartered College's work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. The Council has approved a range for unrestricted reserves of between £500,000 and £1m. As of 31 March 2025, total unrestricted reserves were £788,481 (an increase of £323,266 from 31 March 2024 when it was £465,215). Based on current forecasting, it is our expectation that the unrestricted reserves will have reduced to approximately £586,000 at the end of 2025/26. This will still be above the minimum level set in the reserves policy. The Finance, Risk and Audit Committee will monitor this closely over the next 12 months. The Chartered College did not hold any fixed asset investments in financial instruments during the financial year, including those with a social investment focus.



Risk Management

The Chartered College of Teaching places high importance on the effective management of risk so that we can achieve our vision and manage risks in line with our risk management policy and framework of delegated authority.

The Council has overall responsibility for risk management and the Finance, Risk and Audit Committee (which formally reviews the risk register three times a year) has the delegated authority to review the risk management systems and make recommendations to the Council.

The organisational risk register sets out risks, assesses their likelihood and impact, tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk, and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising.

The Executive Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. All employees should be able to identify, mitigate and manage key risks within their areas and communicate and escalate these as appropriate. This ensures that responsibility for risk is distributed across, and embedded in, the operations of the charity.

There was no serious incident to report as per the requirements under the Charities Act 2011.

During the year, the following major categories of risk were identified:

- Membership risks related to new and existing membership income due to cost of living, member offer, lack of awareness of the College and member benefits. This risk decreased throughout the year and membership income was in line with budget at the end of FY 2024/25.
- Chartered Status pathways not meeting participant numbers and budgeted income. Mitigations included new delivery options which will continue into future financial years. Planning for growth in accreditation will be a priority of the 2025/26 business plan.

Going concern

The charity's activities, financial performance and liquidity position are reviewed annually by the Council as part of a full business planning process and thereafter considered on a regular basis by the Finance, Risk and Audit Committee to ensure the business plan and budget accurately reflect the position of the charity. The Finance, Risk and Audit Committee pay particular attention to income and expenditure relating to membership, Chartered Status and grants and projects, as well as expenditure relating to staff, the journal, membership, grants and projects and overheads, as these represent the most significant items of income and expenditure. The Finance, Risk and Audit Committee considers a range of income scenarios and based on these scenarios the Council is satisfied that the charity has adequate resources to operate for the foreseeable future and considers it appropriate for the organisation to adopt a going concern basis in preparing its financial statements.



Future Plans

We are excited about the next year and the growing impact and reach that the Chartered College will have. We are committed to driving forward our mission of ‘empowering a knowledgeable and respected teaching profession through membership and accreditation’. We believe that the teaching profession needs a strong professional body and we will continue to advise on and influence policy, and advocate for the profession.

Five strategic priorities for FY 2025/26 have been developed with a focus on longer-term growth in our core income strands, and continued focus on effective operational delivery, thought leadership and team culture. We will trial and implement models that will set the Chartered College up for scalable growth across accreditation and group membership, including alternative delivery models for Chartered Status - for example, bespoke Chartered pathways for Catholic Educators and multi-academy trusts that can be rolled out more widely. We will launch the middle leadership specialism of Chartered Status to continue broadening the offering of the pathways. We expect to continue to see growth across membership income, developing models that will lead to increased growth in future years within our group membership offering especially.

Our membership sales and operations functions will also be significantly improved through the data and digital project, allowing for increased automation, integration, data insights and an improved member experience. We will build on the progress made within our research, policy and thought leadership work with a focus on strengthening our position in the sector, responding to the needs of the profession and aligning this with our offer for members. This work will also inform the revision of our organisational Theory of Change.

We will continue to foster a healthy, strong and inclusive team culture, including improving professional learning opportunities and implementing actions through our employee survey. We will ensure that all priorities of our revised diversity and accessibility strategy are implemented, with a focus on employee recruitment and the Council elections. We also look forward to welcoming new Council members following the Council election results in November.





Structure, Governance and Management

Governing document

The Chartered College of Teaching is governed in accordance with its Royal Charter and by Bye laws and Regulations made under the terms of the Charter.

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by Supplemental Charters of 15 May 1998 and 18 July 2017).

Reference and Administrative Details

Members of the Council, who constitute the charity trustees, are elected or appointed in accordance with the Charter and Bye laws. Elected Council members serve a term of four years. The members who served on the Council for the financial year 2024/25 are listed below, along with their attendance at Council meetings, which is published as part of the Council's commitment to members and Fellows.





Name	Meetings attended (out of possible 3)
Paul Barber FCCT (Chair of Constitutional Committee)	2
Dr Steven Berryman FCCT CTeach (Leadership) (President until November 2024, Chair of Nominations Committee from November 2024)	2
Dr Kate Bridge MCCT CTeach (Chair of Education, Research and Journal Committee from May 2025)	3
Tania Craig FCCT (Vice President)	1
Dr Caroline Creaby MCCT	3
Dr Natasha Crellin FCCT (Chair of Remuneration Committee from May 2025 and Vice President and Chair of Ethics Committee)	3
Wedyan Dannan MCCT	0
Alexandra Dean FCCT CTeach (Leadership) (Chair of Membership Committee from May 2025)	3
Liz Gregory FCCT FRSA (Co-President-Elect from March 2025 and Chair of Finance, Risk and Audit Committee)	2
Rebecca Hanson FCCT	3
Jackie Hill FCCT	3
Kat Howard FCCT	1
Dr Haili Hughes MCCT	2
Hannah Knowles FCCT (Chair of Education, Research and Journal Committee until May 2025)	1
Marcus Richards FCCT FCPFA (Treasurer)	3
Sufian Sadiq FCCT (Co-President-Elect from March 2025 and Chair of Diversity and Inclusion Group)	2
Aimée Tinkler FCCT CTeach (Leadership) (President- Elect until November 2024 and President from November 2024 and Chair of Membership Committee)	3
Andrew Wolfe FCCT	3
Meena Kumari Wood FCCT	1



The Nominations Committee, on behalf of the Council, reviews the skills and experience of the Council required to achieve our objectives and govern our activities, and appoints members to the Council as required and within the limits defined in the Bye laws. The Council and Committees meet regularly (at least three times a year) to govern the charity. There is a framework of delegated authority which outlines matters for decision by the Council. Matters not reserved for decision by the Council are delegated to one of its Committees, the Chief Executive Officer (CEO) or one of the two Deputy CEOs. The framework of delegated authority is updated and approved annually or more frequently if required. At its meetings in 2024/25, the Council reviewed the charity's organisational strategy and performance, the annual business plan and budget, as well as appointing co-Presidents-Elect. In addition, as part of its commitment to embedding robust governance, the Council commissioned an external review of governance in 2024/25, which identified areas of strength and development against the principles outlined in the nationally recognised Charity Governance Code. As a result, an action plan has been agreed by the Council and will be implemented in 2025/26.

The Chief Executive Officer is Professor Dame Alison Peacock who joined the Chartered College of Teaching in January 2017.





Statement of Responsibilities of Members of the Council

Members of the Council are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the Council on 29th September 2025 and signed on its behalf by:

.....
A Tinkler FCCT CTeach (Leadership), President of the Council

.....
M Richards FCCT FCPFA, Treasurer

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Email

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Website

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Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Insignis Cash Solutions
St John's Innovation Centre
Cowley Road
Cambridge
CB4 0WS

Registered number

RC000128

Registered charity number

313608



Report of the Independent Auditors to the Council of the Chartered College of Teaching for the Year Ended 31 March 2025

We have audited the financial statements of Chartered College of Teaching (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.





Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 Council's 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Council is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Council is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the Statement of Responsibilities of Members of the Council, Council Members are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Council 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 Council is responsible for assessing the charity'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 Council either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.



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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities even though the audit has been properly planned and performed in accordance with the ISAs (UK). The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of how the company is complying with these frameworks through discussions with management.
- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.

- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the industry in which the company operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Hopper Williams & Bell Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the Council, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Council Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Council as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandler's Ford
Eastleigh
Hampshire
SO53 4AR

Date:



Statement of Financial Activities for the Year Ended 31 March 2025

	Notes	Unrestricted Funds (£)	Restricted Funds (£)	2025 Total Funds	2024 Total Funds (£)
Income and Endowments from					
Donations and legacies	2	159,982	1	159,983	192,827
Charitable activities	3				
Membership		1,387,037	-	1,387,037	1,350,034
CTEACH		-	-	-	9,562
Journal		16,821	-	16,821	20,564
Projects and Collaborations		-	351,500	351,500	334,659
General		406,828	-	406,828	56,157
Chartered Status Programmes		170,765	-	170,765	187,339
Total		2,141,433	351,501	2,492,934	2,151,142
Expenditure on					
Charitable activities	4				
Membership		138,190	-	138,190	123,300
CTEACH		-	-	-	4,625
Journal		225,650	-	225,650	197,987
Projects and Collaborations		486	387,427	387,913	9,721
General		1,431,023	-	1,431,023	1,423,342
Specific restricted grants		10,939	-	10,939	362,236
Chartered Status Programmes		11,879	-	11,879	3,022
Total		1,818,167	387,427	2,205,594	2,124,233
Net Income (Expenditure)		323,266	(35,926)	287,340	26,909
Reconciliation of Funds					
Total funds brought forward		465,215	211,361	676,576	649,667
Total Funds Carried Forward		788,481	175,435	963,916	676,576



Balance Sheet 31 March 2025

	Notes	Unrestricted Funds (£)	Restricted Funds (£)	2025 Total Funds	2024 Total Funds (£)
Fixed Assets					
Intangible assets	9	14,985	-	14,985	22,847
Tangible assets	10	12,645	-	12,645	7,622
Total		27,630	-	27,630	30,469
Current Assets					
Debtors	11	388,522	-	388,522	203,689
Investments	12	652,966	-	652,966	240,767
Cash at bank		444,907	175,435	620,342	793,978
Total		1,486,395	175,435	1,661,830	1,238,434
Creditors					
Amounts falling due within one year	13	(725,544)	-	(725,544)	(592,327)
Net Current Assets		760,851	175,435	936,286	646,107
Total Assets Less Current Liabilities		788,481	175,435	963,916	676,576
Net Assets		788,481	175,435	963,916	676,576
Funds					
	14				
Unrestricted funds				788,481	465,215
Restricted funds				175,435	211,361
Total Funds				963,916	676,576

The financial statements were approved by the Council and authorised for issue on 29th September 2025 and were signed on its behalf by:

.....
A Tinkler FCCT CTeach (Leadership),
 President of the Council

.....
M Richards FCCT FCPFA,
 Treasurer



Cash Flow Statement for the Year Ended 31 March 2025

	Notes	2025 (£)	2024 (£)
Cash flows from operating activities			
Cash generated from operations	1	249,038	(177,608)
Net cash provided by/(used in) operating activities		249,038	(177,608)
Cash flows from investing activities			
Purchase of tangible fixed assets		(10,475)	(6,989)
Purchase of other investments		(412,199)	(240,767)
Net cash used in investing activities		(422,674)	(247,756)
Change in cash and cash equivalents in the reporting period		(173,636)	(425,364)
Cash and cash equivalents at the beginning of the reporting period		793,978	1,219,342
Cash and cash equivalents at the end of the reporting period		620,342	793,978



Notes to the Cash Flow Statement for the Year Ended 31 March 2025

1. Reconciliation of Net Income to Net Cash Flow From Operating Activities

	2025 (£)	2024 (£)
Net income for the reporting period (as per the Statement of Financial Activities)	287,340	26,909
Adjustments for:		
Depreciation charges	12,769	11,707
Loss on disposal of fixed assets	545	-
Increase in debtors	(184,833)	(99,155)
Increase/(decrease) in creditors	133,217	(117,069)
Net cash provided by/(used in) operations	249,038	(177,608)

2. Analysis of Changes in Net Funds

	At 1.4.24 (£)	Cash flow (£)	At 31.3.25 (£)
Net Cash			
Cash at bank	793,978	(173,636)	620,342
	793,978	(173,636)	620,342
Liquid Resources			
Deposits included in cash	-	-	-
Current asset investments	240,767	412,199	652,966
	240,767	412,199	652,966
Total	1,034,745	238,563	1,273,308



Notes to the Financial Statements for the Year Ended 31 March 2025

I. Accounting Policies

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year relate primarily to deferred income. There are no other areas of critical judgement.

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.

Grants are included in the statement of financial

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

Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

Intangible assets and amortisation

Intangible assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.



Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Intangible assets and amortisation

MyCollege Platform - 12.5% straight line

Tangible fixed assets

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office Equipment - 20% straight line

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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.

Debtors

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

Liabilities and provisions

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

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

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

Pensions

The charity operates a NEST defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to profit or loss in the period to which they relate.



2. Donations and Legacies

	2025 (£)	2024(£)
Donations	40,983	132,827
Grants	119,000	60,000
Total	159,983	192,827

3. Income from Charitable Activities

	Activity	2025 (£)	2024(£)
Charitable income	Membership	1,387,037	1,350,034
Charitable income	CTEACH	-	9,562
Charitable income	Journal	16,821	20,564
Charitable income	Projects and Collaborations	351,500	334,659
Charitable income	General	406,828	56,157
Charitable income	Chartered Status Programmes	170,765	187,339
Total		2,332,951	1,958,315

4. Charitable Activities Costs

	Direct Costs
Membership	138,190
Journal	225,650
Projects and Collaborations	387,913
General	1,431,023
Specific restricted grants	10,939
Chartered Status Programmes	11,879
Total	2,205,594

5. Council Members' Remuneration and Benefits

There were no Council Members' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Council Members' expenses

During the year ended 31 March 2025, expenses totalling £1,418 were reimbursed or paid directly to 8 Council Members (2024: £1,041 to 8 Council Members).



6. Staff Costs

	2025 (£)	2024 (£)
Wages and salaries	1,163,096	1,177,020
Social security costs	130,897	145,077
Contribution to pension schemes	95,256	104,920
Total	1,389,249	1,427,017

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

	2025	2024
In the band £70,001-£80,000	1	1
In the band £80,001-£90,000	-	1
In the band £90,001-£100,000	1	-
In the band £120,001-£130,000	-	1
In the band £140,001-£150,000	1	1

The total key management personnel remuneration benefits for the year was £509,568 (2024: £564,699)

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

	2025	2024
	27	30

During the prior year redundancy payments totalling £1,929 were made to 1 employee. No redundancy payments have been made this year. Ex gratia payments totalling £2,000 were made to 1 employee in 2024. No ex gratia payments have been made this year.

7. Comparatives for the Statement of Financial Activities

	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds (£)
Income and Endowments From			
Donations and legacies	192,827	-	192,827
Charitable activities:			
Membership	1,350,034	-	1,350,034
CTEACH	9,562	-	9,562
Journal	20,564	-	20,564
Projects and Collaborations	66,567	268,092	334,659
General	56,157	-	56,157
Chartered Status Programmes	187,339	-	187,339
Total	1,883,050	268,092	2,151,142



7. Comparatives for the Statement of Financial Activities (continued)

	Unrestricted Funds (£)	Restricted Funds (£)	Total Funds (£)
Expenditure on			
Charitable activities:			
Membership	123,300	-	123,300
CTEACH	4,625	-	4,625
Journal	197,987	-	197,987
Projects and Collaborations	9,721	-	9,721
General	1,423,342	-	1,423,342
Specific restricted grants	-	362,236	362,236
Chartered Status Programmes	3,022	-	3,022
Total	1,761,997	362,236	2,124,233
Net Income (Expenditure)	121,053	(94,144)	26,909
Reconciliation of Funds			
Total funds brought forward	344,162	305,505	649,667
Total funds carried forward	465,215	211,361	676,576

8. Governance Costs

	2025 (£)	2024 (£)
Auditors remuneration	18,750	14,381
Council elections	-	8,354
Other	2,420	638
Travel and hospitality	1,551	1,141
AGM	4,359	4,379
Total	27,080	28,893



9. Intangible Fixed Assets

	Computer software (£)
Cost	
At 1 April 2024 and 31 March 2025	62,900
Amortisation	
At 1 April 2024	40,053
Charge for year	7,862
At 31 March 2025	47,915
Net Book Value	
At 31 March 2025	14,985
At 31 March 2024	22,847

10. Tangible Fixed Assets

	Office Equipment (£)
Cost	
At 1 April 2024	46,647
Additions	10,475
Disposals	(696)
At 31 March 2025	56,426
Depreciation	
At 1 April 2024	39,025
Charge for year	4,907
Eliminated on disposal	(151)
At 31 March 2025	43,781
Net Book Value	
At 31 March 2025	12,645
At 31 March 2024	7,622



11. Debtors: Amounts Falling Due within One Year

	2025 (£)	2024 (£)
Trade debtors	215,800	168,762
Other debtors	2,139	2,479
VAT	-	4,972
Prepayments and accrued income	170,583	27,476
Total	388,522	203,689

12. Current Asset Investments

	2025 (£)	2024 (£)
Short term cash investments	652,966	240,767

13. Creditors: Amounts Falling Due within One Year

	2025 (£)	2024 (£)
Trade creditors	175,143	13,009
Taxation and social security	28,244	-
Other creditors	522,157	579,318
Total	725,544	592,327

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.



14. Movement in Funds

	At 1.4.24 (£)	Net movement in Funds (£)	At 31.3.25 (£)
Unrestricted funds			
General fund	465,215	323,266	788,481
Restricted funds			
Helen Hamlyn Trust	200,418	(108,192)	92,226
Comino Foundation Grant Award	10,943	(10,943)	-
Mission 44	-	83,209	83,209
	211,361	(35,926)	175,435
Total Funds	676,576	287,340	963,916

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

	Incoming Resources (£)	Resources Expended (£)	Movement in Funds (£)
Unrestricted funds			
General fund	2,141,433	(1,818,167)	323,266
Restricted funds			
Helen Hamlyn Trust	207,501	(315,693)	(108,192)
Comino Foundation Grant Award	-	(10,943)	(10,943)
Mission 44	144,000	(60,791)	83,209
	351,501	(387,427)	(35,926)
Total	2,492,934	(2,205,594)	287,340

**Comparatives for movement in funds**

	At 1.4.23 (£)	Net movement in Funds (£)	At 31.3.24 (£)
Unrestricted funds			
General fund	344,162	121,053	465,215
Restricted funds			
Helen Hamlyn Trust	190,091	10,327	200,418
Mercers Charitable Foundation	91,168	(91,168)	-
Early Childhood Hub	9,952	(9,952)	-
BUPA Foundation	9,940	(9,940)	-
The Association for Child and Adolescent Mental Health	4,354	(4,354)	-
Comino Foundation Grant Award	-	10,943	10,943
	305,505	(94,144)	211,361
Total	649,667	26,909	676,576

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

	Incoming Resources (£)	Resources Expended (£)	Movement in Funds (£)
Unrestricted funds			
General fund	1,883,050	(1,761,997)	121,053
Restricted funds			
Helen Hamlyn Trust	230,592	(220,265)	10,327
Mercers Charitable Foundation	-	(91,168)	(91,168)
Early Childhood Hub	-	(9,952)	(9,952)
BUPA Foundation	-	(9,940)	(9,940)
The Association for Child and Adolescent Mental Health	-	(4,354)	(4,354)
Comino Foundation Grant Award	15,000	(4,057)	10,943
Fair Education Alliance	22,500	(22,500)	-
	268,092	(362,236)	(94,144)
Total	2,151,142	(2,124,233)	26,909

Designated Funds

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Council think fit.

Helen Hamlyn Trust

Working collaboratively with schools to identify, plan and implement curriculum development.



Mercers' Charitable Foundation

Designing and piloting of a Chartered Teacher programme for school leaders.

Early Childhood Hub

Collaborate on high-quality Early Years practitioner support, specialist training and professional development resources to support the educational professional community, in both written form and video.

BUPA Foundation

Production of a series bitesize online learning sessions for teachers, focused on key topics around supporting pupils' mental health, including bereavement, trauma, social media use, sleep and more.

The Association for Child and Adolescent Mental Health

Production of a series of ten webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more.

Comino Foundation

Those organising the "priority-setting activity" will invite the participation of schools in the Comino network, namely: the schools in the North West Creative Comino Consortium; those in the SEERIH network; and also possibly, the schools in the Bristol Education Partnership.

The Fair Education Alliance

Work together to increase social impact against the Fair Education Impact Goals by undertaking specific activities.

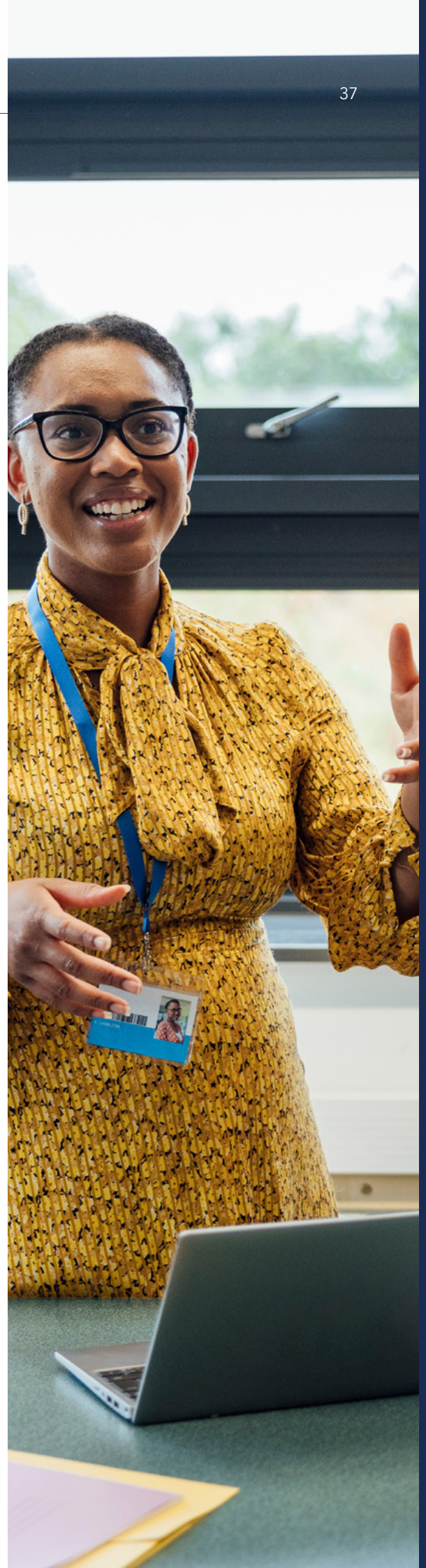
Mission 44

Testing solutions focussed on increasing diversity in teaching through initial Teacher Training (ITT).

15. Related Party Disclosures

There were no related party transactions, other than those stated in note 5 above, for the year ended 31 March 2025 (2024: Nil).

There were no related party balances owed or owing for the year ended 31 March 2025 (2024: none).



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If you would like to view a Word version of this report, or have other accessibility requirements, please contact hello@chartered.college or call 020 3433 7624.

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The Chartered College of Teaching is incorporated by Royal Charter (registered number RC00128) and a registered charity (number 313608).

THE CHARTERED COLLEGE OF TEACHING

England & Wales - Charity number 313608

Accounts

Chartered College
of Teaching

2023
2024

Annual Report

Registered number: RC000128
Charity number: 313608



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President's Report for the Year 1 April 2023 to 31 March 2024



Welcome to the annual report for the Chartered College of Teaching for the year to March 2024. This has been another successful year for the Chartered College.

Having been accredited with CTeach and CTeach (Leader) myself, I have been particularly pleased to see the continued growth of Chartered Status. Teachers being accredited with Chartered Status are recognised for their teaching expertise, use research and evidence to refine their practice and explore specific challenges relevant to their context. The fellow Chartered Teachers that I meet often speak of their increased confidence and effectiveness in their role following their accreditation.

As the professional body for teachers, the Chartered College of Teaching is of course focused on the work of teacher professionalism and ethical leadership. The College undertook a literature review of professionalism and presented a refreshed definition to Fellows at a prestigious event in the House of Lords before circulating a report 'Revisiting the notion of teacher professionalism' (Muller and Cook, 2024). Members were consulted about Ofsted, submitting questions to a roundtable that was held online between Sir Martyn Oliver and Dame Alison Peacock. Engagement with the DfE included a roundtable with invited Fellows where the issue of recruitment and retention was explored. In the run up to the General Election, members were invited to state key issues for consideration by the incoming government. These priorities were shared widely, combined with a document comparing all the major 'asks' from the teaching profession.

At the AGM in November 2023 Stephen Munday Hon FCCT CBE was awarded the first Honorary Fellowship of the Chartered College of Teaching, recognising his impressive contribution to the aims of the organisation and to education on a national scale. Stephen has been a huge advocate for and supporter of the mission of the Chartered College of Teaching, and it was wonderful to see him receive this honour. Stephen gave a rousing speech at our House of Lords event making a brilliant case for the role our professional body plays in championing the professionalism of our sector.

I would like to thank the Council members for their contributions of expertise and time during the year. I would like to thank Michael Chiles FCCT, Julia Harrington MCCT, Clive Hill MCCT and Nicola Rowe, whose terms of office came to an end at the 2023 AGM, for their valued contributions to the Council, and to Vivienne Porritt FCCT and John Willis for their deep care, challenge and valued service as Vice President until November 2023 and Chair of the Finance, Risk and Audit Committee until February 2024 respectively. I welcomed Natasha Crellin FCCT and Tania Craig FCCT to the role of Vice President, elected by our membership, and am delighted that the Council will continue to benefit from Sufian Sadiq FCCT's expertise. Our membership re-elected Hannah Knowles FCCT and elected Caroline Creaby MCCT, Dr Haili Hughes MCCT, Kat Howard FCCT, Dr Kate Bridge MCCT, Meena Kumari Wood FCCT and Rebecca Hanson FCCT to the Council. Our new Vice Presidents and Council members bring vast and varied experience to our Council and will strengthen our impact and reach. I am looking forward to working with each and every one of them.

I would also like to thank Dame Alison Peacock, our Deputy CEOs Jen Baxter and Dr Cat Scutt and the employee team who show impressive commitment to the work of the Chartered College of Teaching and work so hard to deliver the charity's mission.

Dr Steven Berryman FCCT CTeach (Leadership)
President

Chief Executive's Report for the Year 1 April 2023 to 31 March 2024



Last year represented another successful year for the Chartered College of Teaching.

I have continued this year to be immensely proud of the teaching profession in England, across the UK and around the world. Faced with significant global, national and local demands, our profession has dealt with challenges ranging from the after effects of the global pandemic, teacher recruitment and retention and school funding issues, with compassion and skilled professionalism. I am proud of how the Chartered College of Teaching has been able to support teaching colleagues and adapt to the changing needs of the profession in these times.

Working at a national level we supported a high-level campaign aimed at increasing societal awareness of children's wellbeing via ITV's Britain Get Talking initiative, coinciding with World Mental Health day. This work included selecting schools for television interviews and engaging thousands of teachers and children working with families. I have had several meetings with The Rt Hon Bridget Philipson MP, Secretary of State and the wider education team. We organised a roundtable for Fellows in Westminster with Stephen Morgan MP. I gave evidence to the Education Select Committee on recruitment and retention and also contributed to a meeting with Labour Together when they were writing a draft education manifesto. In September I visited Croatia to contribute to a European Education roundtable on Early Years. I contributed to a Commission on Recruitment and Retention in partnership with Education Support and Public First and served as a member of the DfE R&R group and the DfE Early Years group. I have continued to serve as a member of the Education Honours team at the Cabinet Office and have judged teacher awards for TES, PTI and the Youth Sports Trust. The College is also proud to work closely with the Pearson National Teaching Awards.

We published three fantastic issues of the Impact journal, guest edited by Dr Marlon Moncrieffe, Professor Becky Francis and Professor David Leat. We delivered five cohorts of the Certificate in Evidence-Informed Practice, with around 500 members participating across the year. We were also pleased to see over 300 teachers, leaders and mentors making the commitment to become Chartered with us by registering on one of our three Chartered pathways. The pilot of Research Mark was launched, and we were inundated with interested schools.

Our inaugural annual lecture took place in June, with Professor Dylan Wiliam providing the lecture at the sold-out event. We ran 38 webinars and in-person events, with a total of 3,948 attendees. The Chartered College of Teaching's reach continues to grow - the website has received almost 2.7 million views since 2019, MyCollege over 2.6 million views, and the more recently launched podcast has had almost 15,000 downloads.

Our research team presented at the BERA conference and published a report on cognitive science which was also published online in the British Educational Research Journal.

We launched 'Institutional Member Status' for schools, announced our first accredited Chartered Status CPD Partners, launched three new accredited courses and a new school-level accreditation, Research Mark. We have also launched our Research Champion initiative. I am delighted that partnership with key organisations continues to grow and was pleased to accept the honorary role of Vice President of the Council of British International Schools this year.

We have made progress towards our commitment to furthering equality, diversity and inclusion across the Chartered College and the wider profession. The Diversity and Inclusion Group, made up of members of our Council and appointed members has advised the employee workstream and progressed the member survey. An analysis of the diversity of our Council was conducted and presented to the Nominations

Committee in FY 2024/25. The employee Diversity and Accessibility workstream has continued to make progress, including publishing 'Inclusive research' guidelines and developing a cross-organisation evaluation approach. I made a visit to Ready Generations, an intergenerational Early Years facility in Chester celebrating mutually beneficial collaboration.

I continue to be incredibly grateful to all our funders and partners for their ongoing support of the Chartered College of Teaching – our longer term partnerships allow us to amplify the work that we do. The Pears Foundation continues to be a hugely supportive partner and believes strongly in the importance and aims of the Chartered College of Teaching. They provide generous core funding for the charity as well as professional learning opportunities and space for our team. The Paul Hamlyn Foundation provides generous backbone funding to the charity between 2021 and 2025, demonstrating a genuine long-term commitment to the work of the Chartered College of Teaching, as well as funding our evaluation of blended teacher CPD. Nord Anglia Education has continued to support the growth of the Chartered College of Teaching by providing generous core funding and demonstrating its commitment to the charity's aims. The Helen Hamlyn Trust is generously funding our multi-year project to support teachers and school leaders in primary schools to enhance practice and learning outcomes for children, through rethinking curriculum design. I am also grateful to Ian Armitage for his continued support for the Chartered College of Teaching.

We have been able to support more teachers in specific areas through other funded projects, including delivering journal clubs funded by the Fair Education Alliance, accreditation for tutoring with Education Development Trust (EDT), and a secondary curriculum project with the Comino Foundation.

As always, I am fortunate to be surrounded by a very talented and committed staff team who are dedicated to providing the best support to our members, and grateful for all their hard work.

Following the recent general election, I look forward to leading the Chartered College of Teaching to have positive and productive conversations with policy makers and representing the voices of our members.

Professor Dame Alison Peacock
Chief Executive

Report of the Council for the Year 1 April 2023 to 31 March 2024

The Council presents its report with the financial statements of the charity for the year ended 31 March 2024. The Council has adopted the provisions of 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).

Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.

Objectives and activities

Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated in our Royal Charter and charitable aims is 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment).'

The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher.

The Chartered College of Teaching has advanced its charitable aims during 2023/24 through the strategic priorities and activities, as highlighted in the President's and Chief Executive Officer's reports and further detailed below.

Mission

The Chartered College of Teaching is the professional body for teachers. Its mission is 'Empowering a knowledgeable and respected teaching profession through membership and accreditation'.

In 2019 we developed our Theory of Change and 2030 goals. We use our Theory of Change to guide strategic choices and decisions to maximise our effectiveness to create change. Our annual business planning process supports the charity to progress towards these goals with strategic priorities, clearly defined activities and measures to track progress. The final goals in our Theory of Change are as follows:

- Teaching is seen as a high-status profession, with policy based on research and teachers' input
- Recruitment and retention rates are no longer an issue
- Improved pupil outcomes for all children and young people

Significant activities

Membership

Members of the Chartered College are recognised for their professionalism and dedication to high-quality teaching with the post-nominals MCCT and Fellowship recognises the outstanding contribution of experienced teachers and their ongoing support to the future development of teachers with the post-nominals FCCT.

Membership supports teachers throughout their careers, from studying teaching, through to Early Career Teacher (ECT) status and mid and late career progression, including those who advance into leadership roles. ECTs benefit from the Early Career Hub and access to resources aligned to the Early Career Framework and Teachers' Standards. For Members and Fellows, we produce termly issues of Impact, our peer-reviewed, award-winning journal supporting teachers to work with the latest research and the knowledge of good practice.

We provide all members with access to every single issue of Impact on MyCollege, which has over 1,900 articles, case studies and guides across three hubs, as well as footage of classroom practice, interviews and webinars on our Video Hub, to support teacher development. Our members also have access to one of the world's largest databases of education research journals, as well as research summaries, guides and reviews giving members overviews of the latest research to develop evidence-based practice. Membership is also strengthening collegiality across the profession. Through Chartered College membership, teaching assistants, teachers and leaders are provided with the space for ongoing debate and a platform for their voices to be heard by decision-makers through consultations on education policy.

Teacher accreditation and CPD

Chartered Status is a professional accreditation that recognises teachers and school leaders who have achieved an advanced standard of practice. To be awarded Chartered Status, individuals must demonstrate that they meet the Professional Principles by successfully completing four assessment units with the Chartered College of Teaching on one of our Chartered Teacher, Chartered Teacher (Mentor) or Chartered Teacher (Leadership) pathways.

"Chartered College group membership has inspired and motivated teachers to develop their practice and share this with colleagues both inside and outside of their schools."

"The content of these modules is so thought-provoking and provides such a brilliant scaffold for thinking about the concepts contained within".

Teachers and school leaders can gain certification for an individual unit, or can work towards attaining Chartered Status by completing all four units on their given pathway. Individuals can complete these units independently or be supported by accessing relevant CPD from their school or a Chartered Status CPD Partner.

As part of our commitment to supporting evidence-informed practice within the profession, our Research Mark accreditation, launched in 2023 recognises and celebrates schools and trusts who are working towards or have already embedded engagement with research and evidence across their setting or settings.

We offer a range of online CPD for our members and the wider teaching profession via our Learning Hub. This includes bitesize CPD units on topics such as literacy, behaviour and curriculum, as well as a series on pupil mental health and wellbeing supported by Bupa and the Association for Child and Adolescent Mental Health (ACAMH). Our online courses include modules on diversifying and decolonising the curriculum, refugee education and leading inclusive schools, a course for school leaders funded through the support of the Charity of Sir Richard Whittington.

Our print and online resources

We publish three issues of our peer-reviewed journal *Impact* each year, available in both print and online. In addition, the member-only platform, MyCollege, hosts our podcast, details of upcoming events and a range of hubs for members:

Research Hub: Hosts summaries of academic and practitioner research, case studies, reports that Chartered College of Teaching members have contributed to and research toolkits to support implementation as well as opportunities for members to participate in external projects.

Early Career Hub: A one-stop shop for trainee teachers, early career teachers, and those involved in supporting, coaching and mentoring those new to the profession, including articles, case studies and videos of classroom practice.

Video Hub: Hosts short classroom practice videos filmed in a variety of settings, recorded interviews with a range of teachers, leaders and educators and webinar recordings.

Early Childhood Hub: Hosts content by and for Early Years practitioners, with a focus on the pedagogy and practice of early childhood education.

Learning Hub: This hub is the home for professional learning and development, hosting bitesize CPD units, access to information about professional accreditation through Chartered Status and details of other available courses.

Equality, diversity and inclusion

At the Chartered College of Teaching, we are committed to being inclusive and

"I feel re-invigorated, engaged, enthused and in control of my learning and professional development."

"Their journal *Impact* is amazing; they've got the balance just right between rigour and accessibility."

accessible so that members, stakeholders and employees can engage with our mission without encountering barriers.

We aim to create an environment in which all voices are heard and respected and everybody is valued individually; strengthening our collective work as an organisation. We are working to further understand the structural inequalities that exist in education and are committed to advocating for change so that teaching becomes a diverse, equitable and inclusive profession.

We have made progress towards our commitment to furthering equality, diversity and inclusion across the Chartered College and the wider profession. The Diversity and Inclusion Group, made up of members of our Council and appointed members, has worked to draft a member survey, which will help us to understand how representative of the profession our membership is. The balance and diversity of Council members is kept under review by the Council. An analysis of the diversity of our Council was conducted and presented to the Nominations Committee in May 2024, who agreed actions to take to further improve its diversity. We have also made significant changes to the recruitment and selection process for appointed Council and Committee members, using the best practice already implemented for employee recruitment and selection.

The employee diversity and accessibility workstream has continued to make progress, including publishing 'Inclusive research' guidelines and developing a cross-organisation evaluation approach. They have also developed, rolled out and analysed a staff self-efficacy survey and delivered team training sessions to respond to areas in which employees are less confident.

An accessibility audit of MyCollege identified issues that were given a green (easily fixable), amber (more in-depth) and red (issues with plugins) rating. All green and amber issues have been resolved. Online learning modules on Refugee Education and Leading Inclusive Schools were developed, building on our course on decolonising and diversifying the curriculum. We have revised our brand guidelines to support accessibility and inclusion, and increased use of captioning in video and social media content.

We have made improvements to our employee recruitment and selection processes and delivered training to hiring managers and colleagues taking part in interview panels to reduce systemic biases and barriers that can exist. We now anonymise application information, offer an updated application pack to support neurodiverse candidates and provide a template cover letter to support candidates. The Chartered College of Teaching has been accredited a Disability Confident Employer - Level 2 and a Living Wage Employer. We are committed to continuing to improve our diversity and accessibility work in 2024/25.

"The Diversity and Inclusion group has continued to support the internal working group to progress several important pieces of work and actions. I am confident that this work will contribute to a better understanding of the representation of our membership, improved professional learning for the staff team and Council and a more inclusive application process for appointed Council and committee members. The Chartered College also continues to provide high-quality, research-informed professional learning for members on topics such as leading inclusive schools."

Sufian Sadiq FCCT, Council Member and Chair of the Diversity and Inclusion Group.

Fundraising approach and controls

Donors to the Chartered College of Teaching can be assured regulatory standards for fundraising are followed. We are voluntarily registered with the Fundraising Regulator, we are GDPR compliant and have robust systems for data maintenance and record keeping. No complaints relating to fundraising activities have been received or raised through the regulator.

All fundraising activity is undertaken by the organisation, no fundraising activities are carried out using professional fundraisers or commercial organisations. We have a donations page on our website if members of the public wish to donate - we do not contact members of the public directly to request donations.

Achievement and performance

Charitable activities

The Chartered College of Teaching continued to make great progress in 2023/24, in particular during the context of the challenging external economic and political environment in the UK. For the period 1 April 2023 to 31 March 2024 the Chartered College of Teaching had five strategic priorities. The section below highlights some of the key achievements within each strategic priority.

1. Continue to grow membership, engagement and Chartered Status

Membership has continued to grow despite the wider economic challenges, including the increased cost of living and pressures on school budgets. We welcomed over 130 new Fellows to the College. We saw solid growth in our group membership, testament to the value schools, trusts and organisations are seeing in enabling all of their staff to belong to and engage with the Chartered College of Teaching. We maintained 95% retention of our Fellows and we continue to work on improving full member retention.

Member engagement remains strong. We held 38 webinars and in-person events, with a total of 3,948 attendees this year. Particular highlights include well-attended webinars on developing teaching through instructional coaching and our Rethinking Curriculum series focusing on primary education. Online engagement has continued to increase, with over 95,000 followers of the Chartered College of Teaching on social media and over 15,000 downloads of our podcast. Our events continue to provide rich and meaningful engagement opportunities for members. In June 2023 we held our inaugural annual lecture, with Dylan William providing the lecture at the sold-out event. In November we held a Chartered membership graduation ceremony to celebrate the achievements of our members and increase awareness of Chartered Status as a key tenet of Chartered College membership.

We have developed and implemented updated sales strategies focusing on group membership and Chartered Status and taken forward a number of new initiatives to support this work including the introduction of a new 'Institutional Member Status' for schools, announcing our first accredited Chartered Status CPD Partners and establishing strategic partnerships with providing organisations whose work aligns with ours and are willing to promote the work of the College. We have updated our messaging around Chartered Status and group membership and launched three new accredited courses, including an updated version of our popular Certificate in Evidence-Informed Practice plus a new school-level accreditation, Research Mark, which significantly exceeded initial recruitment targets. We have also recently launched our Research Champion initiative, which supports group and individual members to advocate for the College and promote research engagement in their setting.

Partnerships are a key facet of our business plan. Significant multi-membership and Certificate in Evidence-Informed Practice registrations with the Education Authority in Northern Ireland, the Future Teaching Scholars programme, and the

development of our support package for Teaching School Hubs, for example, are testament to our ongoing efforts to work in partnership with the profession and key stakeholders.

2. Be recognised as the professional body for teaching, provide a learning community for all teaching professionals and influence the development and direction of the profession

We continue to enhance our professional learning offer to create a bridge between our content and the Chartered Status pathways. With funding from the Charity of Sir Richard Whittington (part of the Mercers' Charitable Foundation), we developed six online learning modules for school leaders on the theme of leading inclusive schools. These modules aim to equip school leaders with the knowledge, skills and confidence to enact core principles of inclusive leadership in their schools, to increase equity in education for all students and staff. We have also continued to develop bitesize CPD units on a range of topics, carefully sequencing our video and written content to support understanding and practical application.

We published a report outlining teachers' priorities for applied cognitive science research and presented findings from the cognitive science research priority setting activity at the BERA Conference, with the academic paper accepted in the British Educational Research Journal. We also conducted research into professional communities to inform an updated network strategy for the College and led on the evaluation of the Fair Education Alliance (FEA) journal clubs project, including an analysis of professional dialogue with the aim of writing up an academic paper and further improving our approach to journal clubs as part of our core offer for members. We also developed a working definition of professionalism to guide our work and advocate for a more aspirational vision for the profession.

We published three issues of the Chartered College's MemCom award-winning, termly peer-reviewed journal, *Impact*. As a valuable resource, it has given members access to evidence which continues to enable them to make the best decisions for their teaching and pupils' learning. The three issues published during FY 2023/24 were:

- Issue 18: Curriculum innovation and impact, guest edited by Professor David Leat
- Issue 19: Effective pedagogy and applying research in practice, guest edited by Professor Becky Francis
- Issue 20: Connecting the dots between pedagogy, curriculum and culture, guest edited by Dr Marlon Moncrieffe

We delivered four cohorts of the Certificate in Evidence-Informed Practice, with around 700 members participating across the year. We were also pleased to see over 300 teachers, leaders and mentors making the commitment to become Chartered with us by registering on one of our three Chartered pathways, and saw around 750 further enrolments on our other Chartered Status units. The pilot of Research Mark was launched; with over 100 registrations of interest we exceeded our initial recruitment target, onboarding 22 schools for our pilot cohort, and opening up a second pilot cohort to commence in 24-25.

We initiated the next phase of delivery of our Rethinking Curriculum project, onboarding six primary schools from across the country to co-design and pilot tools and approaches to enhance their curriculum provision. Over 5,000 teachers signed up to the newsletters and over 1,400 attended webinars delivered as part of the project, with 16,000 online views of the *Impact* special issue and all schools in England receiving a print copy. Additional funding was secured to run a concurrent middle leadership development project which is now underway.

We were also pleased to have seen good take up for our Journal Clubs, delivered as part of a project funded by the Fair Education Alliance. These Journal Clubs, held on a monthly basis, brought together over 100 teachers and teaching assistants in small groups to collaboratively examine research with a specific focus on supporting students with special educational needs and disabilities (SEND).

3. Continue to be financially sustainable and operate within budget

The Council approved a small surplus budget for 2023/24. We are pleased to have slightly exceeded this surplus given the external context.

Income from grants and projects was particularly strong and performed above budget, with significant core funding support from Pears Foundation, Nord Anglia Education and Paul Hamlyn Foundation, and notable restricted grants from the Helen Hamlyn Trust.

The Council and Finance, Risk and Audit Committee monitored performance against budget closely throughout the year and the end of year accounts are in line with the approved budget.

4. Develop and begin to implement a data and digital strategy that supports organisational growth

The development of our data and digital strategy was completed, and a proposal for the implementation of this strategy in 2024/25 was approved by the Finance, Risk and Audit Committee. The strategy includes a three-year plan to move away from the membership platform and to hold all membership data in Salesforce to improve data accuracy and operational efficiencies.

5. Continue to progress the people and culture strategy and foster a healthy and strong team culture

We have also continued to progress and embed our people and culture strategy which focuses on four strands: wellbeing, professional learning, recruitment, retention and reward and corporate social responsibility.

There have been improvements year-on-year in our external employee survey, which was completed by all employees in summer 2023. We continue to provide regular wellbeing guidance for the employee team, have improved the employee induction and appraisal processes and commenced a programme of professional development for line managers. Monthly information and professional development sessions for the team took place, and employees have access to the Cultural Calendar Club. Regular benchmarking exercises took place to ensure that our employees are remunerated fairly for their roles. In May 2023 the Chartered College of Teaching became a Disability Confident Employer (Level 2), showing our commitment to accessibility and disability and to improving how we recruit, retain and develop people with disabilities at the Chartered College.

Financial review

Financial position

We achieved a financial surplus of £26,909 in 2023/24, which was in line with our financial projections. We achieved this surplus through growth in paying membership income, generous core grant funding and working with funders to deliver new projects to benefit members and the wider teaching profession.

Given the challenging economic environment and the projected small surplus, the Finance, Risk and Audit Committee carefully monitored income and expenditure during the year, and were satisfied with the Executive Leadership Team's rigorous management of the budget.

Income

Income from membership continues to be the largest source of income, generating £1,350,034 and 63% of total income in 2023/24 compared with 60% (£1,326,562) in 2022/23. Income from learning programmes generated income of £196,901 (2022/23 £217,598), total income from all Chartered pathways and Research Mark made up 9% of total income in 2023/24 (2022/23 10%). Income from projects and collaborations totalled £334,659 (2022/23 £394,569) and income from donations and grants totalled £192,827 (2022/23 £213,287) due to generous unrestricted and restricted funding from our core partners. This has enabled us to continue to increase our impact on teachers and improve our products and services, as well as enabling us to improve our operations, develop our systems and invest in our people.

Expenditure

The Chartered College of Teaching had £2,124,233 expenditure in 2023/24, a decrease from £2,145,655 expenditure in 2022/23. 53% (2022/23 52%) of unrestricted expenditure (excluding staff costs) was spent on membership costs and the Impact journal and 1% (2022/23 5%) on the cost of Chartered pathways.

Reserves policy

Our unrestricted reserves are the net current assets of our general unrestricted funds. The charity holds unrestricted reserves to provide working capital to finance day-to-day operations, provide a safeguard against the risks of unforeseen liabilities and expenditure and provide a safeguard against unforeseen shortfalls in income.

The Finance, Risk and Audit Committee and Council continued to monitor the reserves policy in 2023/24 to ensure that the Chartered College's work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. The Council has approved a range for unrestricted reserves of between £500,000 and £1m. As at 31 March 2024, total unrestricted reserves were £465,215. This was slightly below the minimum level set in the reserves policy but we regard this as a short-term issue based on current forecasts. The Finance, Risk and Audit Committee will monitor this closely over the next 12 months. The Chartered College did not hold any fixed asset investments in financial instruments during the financial year, including those with a social investment focus.

Risk Management

The Chartered College of Teaching places high importance on the effective management of risk so that it can achieve its vision and aims. The Council has overall responsibility for risk management and the Finance, Risk and Audit Committee has the delegated authority to review the risk management systems and make appropriate recommendations to the Council. The Finance, Risk and Audit Committee formally reviews risks three times a year. The Chartered College of Teaching manages risks in line with its risk management policy which is approved by the Council. All identified key organisational risks are collated on a risk register which sets out the risks, assesses their likelihood and impact, tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising. The Executive Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. All employees should be able to identify, mitigate and manage key risks within their areas and communicate and escalate these as appropriate. This ensures that responsibility for risk is distributed across, and embedded in, the operations of the charity.

There was no serious incident to report as per the requirements under the Charities Act 2011. The Chartered College of Teaching has a robust risk management framework that is strategically reviewed by the Executive on behalf of Council and is operationally managed by the Deputy Chief Executive

(Operations and Strategy). During the year, the following major categories of risk were identified:

- Membership risks focused on new membership and membership retention due to the increased cost of living and pressures on school budgets. Membership income was reviewed against budget monthly by the Executive Leadership Team and priorities revisited to ensure an overall surplus for the charity.
- The risk of Chartered Status pathways not meeting participant engagement and budget assumptions. Mitigating actions included a marketing campaign for 'Chartered months' and the joint marketing of membership and Chartered Status.
- Data systems and the membership platform are not sufficiently optimised to support the long-term growth of the College. The development of the new data and digital strategy to be implemented from FY 2023/24 mitigated this longer-term risk.

Going concern

The charity's activities, financial performance and liquidity position are reviewed annually by the Council as part of a full business planning process and thereafter considered on a regular basis by the Finance, Risk and Audit Committee to ensure the business plan and budget accurately reflect the position of the charity. The Finance, Risk and Audit Committee pay particular attention to income and expenditure relating to membership, Chartered Status and grants and projects, as well as expenditure relating to staff, the journal, membership, grants and projects and overheads, as these represent the most significant items of income and expenditure. The Finance, Risk and Audit Committee considers a range of income scenarios and based on these scenarios the Council is satisfied that the charity has adequate resources to operate for the foreseeable future and considers it appropriate for the organisation to adopt a going concern basis in preparing its financial statements.

Future plans

The 2024/25 business plan will focus on two main themes; deepening the sector's knowledge of our projects and services and achieving operational excellence in all areas of the charity's functions. We will also continue to progress priorities from previous years, focusing on financial sustainability and fostering a healthy and strong culture for the staff team. All of this is underpinned by significant business as usual, including production of the termly Impact journal and online content, research and accreditation, as well as our core operations. We will continue to seek opportunities for grant, project and consultancy income aligned to our work and strategic priorities.

To meet our short and long-term goals it is essential that we have excellent processes, standard operating procedures and systems informing every interaction with potential, existing and previous members at all stages, from student teachers to Fellows, Chartered Teachers and stakeholders. In 2024/25 we will implement the first stage of the data and digital strategy, develop and improve our standard operating procedures and processes in all areas as well as seek to improve account management for membership and Chartered Status. In turn we aim to improve the engagement levels of both members and those on Chartered pathways and gain insight for future development with expert evaluation of our work.

We will build on our initial work to define professionalism, as we believe that this plays an important role in empowering a knowledgeable and respected profession. We believe that building trust in the profession is essential and will draw on this to strengthen our positioning in the sector and contribute to raising the status of the teaching profession. Finally, we will progress all four strands of

the people and culture strategy, focusing on improving uptake of professional learning opportunities, delivering line manager training, undertaking an annual benchmarking exercise and employee survey, whilst implementing agreed actions from the 2023 results. Our diversity and accessibility strategy is now embedded across business as usual, with regular professional learning opportunities being made available to the whole team.

For 2024/25 we have identified five strategic priorities for the Chartered College to move us closer to our vision:

- **Grow membership and Chartered Status through building knowledge of, and engagement with, the College's offer**
- **Deliver operational excellence across all areas of the organisation (including implementation of the data and digital strategy)**
- **Be financially sustainable by operating within budget and increasing unrestricted reserves**
- **Strategically position the College and its profile leading up to and after the General Election**
- **Progress the people and culture strategy and foster a healthy and strong team culture**

Within each strategic priority we have identified specific goals that we will focus on in 2024/25. Each goal has been developed with a corresponding 2025 and 2030 goal to progress to.

Grow membership and Chartered Status through building knowledge of, and engagement with, the College's offer

- A coherent member offer drives member recruitment, engagement, progression and retention
- Schools and trusts utilise group membership to support research engagement and professional learning

Deliver operational excellence across all areas of the organisation (including implementation of the data and digital strategy)

- Part one of the data and digital strategy is fully implemented
- Operational efficiency and customer experience is enhanced through implementation of customer-oriented systems and processes

Be financially sustainable by operating within budget and increasing unrestricted reserves

- Continued strong financial management is in place to maintain cost controls
- Revenue targets are met across membership, accreditation and grants and projects

Strategically position the College and its profile leading up to and after the General Election

- Strengthen the Chartered College of Teaching's sector positioning
- Proactive thought leadership ensures the College is strategically positioned to influence education policy and practice

Progress the people and culture strategy and foster a healthy and strong team culture

- Further embed all four strands of the people and culture strategy
- Our diversity and accessibility strategy, overseen by an internal workstream and council group, is increasingly integrated into business as usual.

Structure, governance and management

Governing document

The Chartered College of Teaching is governed in accordance with its Royal Charter and by Bye laws and Regulations made under the terms of the Charter.

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by Supplemental Charters of 15 May 1998 and 18 July 2017).

Reference and administrative details

Members of the Council, who constitute the charity trustees, are elected or appointed in accordance with the Charter and Bye laws. Elected Council Members serve a term of four years. The members who served on the Council for the financial year 2023/24 are listed below:

Paul Barber FCCT (Chair of Constitutional Committee)

Dr Steven Berryman FCCT CTeach (Leadership) (President)

Kate Bridge MCCT (from November 2023)

Michael Chiles FCCT (until November 2023)

Tania Craig FCCT (Vice President from November 2023)

Dr Caroline Creaby MCCT (from November 2023)

Dr Natasha Crellin FCCT (Chair of Ethics Committee, Vice-President from November 2023)

Wedyan Dannan MCCT

Alexandra Dean FCCT

Liz Gregory FCCT

Rebecca Hanson FCCT (from November 2023)

Julie Harrington MCCT (until November 2023)

Clive Hill MCCT (until November 2023)

Jackie Hill FCCT

Kat Howard FCCT (from November 2023)

Haili Hughes MCCT (from November 2023)

Hannah Knowles FCCT (Chair of Education, Research and Journal Committee)

Vivienne Porritt FCCT (Vice President and Chair of Remuneration Committee until November 2023)

Marcus Richards FCCT (Treasurer)

Nicola Rowe (until November 2023)

Sufian Sadiq FCCT (Chair of Diversity and Inclusion Group)

Aimée Tinkler (President-Elect and Chair of Membership Committee)

John Willis (Chair of Finance, Risk and Audit Committee until February 2024)

Meena Kumari Wood FCCT (from November 2023)

Andrew Robert Wolfe FCCT (from May 2024)

The Nominations Committee, on behalf of the Council, reviews the skills and experience of the Council required to achieve our objectives and govern our activities, and appoints members to the Council as required and within the limits defined in the byelaws.

The Council and committees meet regularly to govern the charity. In FY 2023/24 the Council held four meetings. Two induction sessions were held for new Council members. There is a framework of delegated authority which outlines matters for decision by the Council. Matters not reserved for decision by the Council are delegated to one of its committees, the Chief Executive Officer (CEO) or one of the two Deputy Chief Executives. The framework of delegated authority is updated annually or more frequently if required. At its meetings in 2023/24, the Council reviewed the charity's organisational strategy and performance, the annual business plan and budget, the final version of the Code of professional conduct and plans for its introduction, changes to committee terms of reference, updates to the framework of delegated authority and the charity's mission statement.

The Chief Executive Officer is Professor Dame Alison Peacock who joined the Chartered College of Teaching in January 2017.

Address

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E-mail: hello@chartered.college

Website: <https://chartered.college/>

Bankers

Metro Bank

1 Southampton Row

London

WC1B 5HA

Insignis Cash Solutions

St John's Innovation Centre

Cowley Road

Cambridge

CB4 0WS

Registered number

RC000128

Registered charity number

313608

Statement of responsibilities of Members of the Council

Members of Council are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charter Bye laws require Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Council is required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the Council on the 13th September 2024 and signed on its behalf by:

.....
Dr S Berryman FCCT CTeach (Leadership) – President

.....
M Richards - Treasurer

Report of the Independent Auditors to the Council of the Chartered College of Teaching

Opinion

We have audited the financial statements of Chartered College of Teaching (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 Council's 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Council Members are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Council is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the Statement of Responsibilities of Members of the Council, the Council Members are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Council 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, Council Members are responsible for assessing the charity'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 Council either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities even though the audit has been properly planned and performed in accordance with the ISAs (UK). The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of how the company is complying with these frameworks through discussions with management.
- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.

- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the industry in which the company operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Hopper Williams & Bell Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the Council, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Council Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Council as a body, for our audit work, for this report, or for the opinions we have formed.

Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandler's Ford
Eastleigh
Hampshire
SO53 4AR

Date:

Statement of Financial Activities for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	192,827		192,827	213,287
Charitable activities	3				
Membership		1,350,034	-	1,350,034	1,326,562
CTEACH		10,087	-	10,087	40,238
Journal		20,564	-	20,564	46,872
Projects and Collaborations		66,567	268,092	334,659	394,569
General		56,157	-	56,157	3,531
CLEADER		-	-	-	7,938
Other Learning Programmes		-	-	-	(69)
Chartered Status Programmes		186,814	-	186,814	169,491
Total		1,883,050	268,092	2,151,142	2,202,419
EXPENDITURE ON					
Charitable activities	4				
Membership		123,300	-	123,300	125,607
CTEACH		4,625	-	4,625	18,003
Journal		197,987	-	197,987	186,980
Projects and Collaborations		9,721	-	9,721	63,524
General		1,423,342	-	1,423,342	1,622,921
Specific restricted grants		-	362,236	362,236	112,756
CLEADER		-	-	-	6,587
Chartered Status Programmes		3,022	-	3,022	6,727
CIEBP		-	-	-	2,550
Total		1,761,997	362,236	2,124,233	2,145,655
NET INCOME/(EXPENDITURE)		121,053	(94,144)	26,909	56,764
RECONCILIATION OF FUNDS					
Total funds brought forward		344,162	305,505	649,667	592,903
TOTAL FUNDS CARRIED FORWARD		465,215	211,361	676,576	649,667

Balance Sheet 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Intangible assets	9	22,847	-	22,847	30,710
Tangible assets	10	7,622	-	7,622	4,478
		30,469	-	30,469	35,188
CURRENT ASSETS					
Debtors	11	203,689	-	203,689	104,534
Investments	12	240,767	-	240,767	-
Cash at bank		582,617	211,361	793,978	1,219,342
		1,027,073	211,361	1,238,434	1,323,876
CREDITORS					
Amounts falling due within one year	13	(592,327)	-	(592,327)	(709,397)
		434,746	211,361	646,107	614,479
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT					
LIABILITIES					
		465,215	211,361	676,576	649,667
NET ASSETS					
		465,215	211,361	676,576	649,667
FUNDS					
Unrestricted funds	14			465,215	344,162
Restricted funds				211,361	305,505
TOTAL FUNDS				676,576	649,667

The financial statements were approved by the Council and authorised for issue on the 13th September 2024 and were signed on its behalf by:

.....
Dr S Berryman – FCCT CTeach (Leadership) – President and Council Member

.....
M Richards – FCCT FCPFA – Treasurer and Council Member

Cash Flow Statement for the Year Ended 31 March 2024

	2024	2023
Notes	£	£
Cash flows from operating activities		
Cash generated from operations	1	(177,608)
		282,355
Net cash (used in)/provided by operating activities		(177,608)
		282,355
Cash flows from investing activities		
Purchase of tangible fixed assets		(6,989)
Purchase of other investments		(240,767)
		(1,651)
Net cash used in investing activities		(247,756)
		(1,651)
Change in cash and cash equivalents in the reporting period		(425,364)
		280,704
Cash and cash equivalents at the beginning of the reporting period		1,219,342
		938,638
Cash and cash equivalents at the end of the reporting period		793,978
		1,219,342

Notes to the Cash Flow Statement for the Year Ended 31 March 2024

1. Reconciliation of net expenditure to net cash flow from operating activities

	2024	2023
	£	£
Net expenditure for the reporting period (as per the Statement of Financial Activities)	26,909	56,764
Adjustments for:		
Depreciation charges	11,707	11,727
(Increase)/decrease in debtors	(99,155)	149,386
(Decrease)/increase in creditors	(117,069)	64,478
Net cash (used in)/provided by operations	(177,608)	282,355

2. Analysis of changes in net funds

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash	1,219,342	(425,364)	793,978
Cash at bank	1,219,342	(425,364)	793,978
Liquid resources			
Current asset investments	-	240,767	240,767
Total	1,219,342	(184,597)	1,034,745

Notes to the Financial Statements for the Year Ended 31 March 2024

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Significant judgements and estimates

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year relate primarily to deferred income. There are no other areas of critical judgement.

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.

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

Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

Intangible assets and amortisation

Intangible assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

MyCollege Platform - 12.5% straight line

Tangible fixed assets

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office Equipment - 20% straight line

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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.

Debtors

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

Liabilities and provisions

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

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

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

Pensions

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018. This scheme was closed to new entrants from 31 December 2021.

The charity operates a NEST defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to profit or loss in the period to which they relate.

2. Donations and legacies

	2024 £	2023
Donations	132,827	76,769
Grants	60,000	136,518
	192,827	213,287

3. Income from charitable activities

	Activity	2024 £	2023 £
Charitable income	Membership	1,350,034	1,326,562
Charitable income	CTEACH	10,087	40,238
Charitable income	Journal	20,564	46,872
Charitable income	Projects and Collaborations	334,659	394,569
Charitable income	General	56,157	3,531
Charitable income	CLEADER	-	7,938
Charitable income	Other Learning Programmes	-	(69)
Charitable income	Chartered Status Programmes	186,814	169,491
		1,958,315	1,989,132

4. Charitable activities costs

Membership	123,300
CTEACH	4,625
Journal	197,987
Projects and Collaborations	9,721
General	1,423,342
Specific restricted grants	362,236
Chartered Status Programmes	3,022
	2,124,233

5. Council Members' remuneration and benefits

During the year ended 31 March 2024, remuneration totalling £nil was paid directly to Council Members (2023: £435 to 1 Council Member).

Council Members' expenses

During the year ended 31 March 2024, expenses totalling £1,041 were reimbursed or paid directly to 8 Council Members (2023: £878 to 6 Council Members).

6. Staff costs

	2024 £	2023 £
Wages and salaries	1,177,020	1,242,293
Social security costs	145,077	149,784
Contribution to pension schemes	104,920	100,422
	1,427,017	1,492,499

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

	2024	2023
In the band £70,001-£80,000	1	1
In the band £80,001-£90,000	1	2
In the band £120,001-£130,000	1	-
In the band £140,001-£150,000	1	1

The total key management personnel remuneration benefits for the year was £564,699 (2023: £504,781)
The average number of persons employed by the charity during the year was as follows:

2024	2023
30	30

During the year redundancy payments totalling £1,929 (2023: £Nil) were made to 1 employee (2023: Nil).
Ex gratia payments totalling £2,000 (2023: £Nil) were made to 1 employee (2023: Nil).

7. Comparatives for the statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	176,768	36,519	213,287
Charitable activities			
Membership	1,326,562	-	1,326,562
CTEACH	40,238	-	40,238
Journal	46,872	-	46,872
Projects and Collaborations	117,850	276,719	394,569
General	3,531	-	3,531
CLEADER	7,938	-	7,938
Other Learning Programmes	(69)	-	(69)
Chartered Status Programmes	169,491	-	169,491
Total	1,889,181	313,238	2,202,419

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Membership	125,607	-	125,607
CTEACH	18,003	-	18,003
Journal	186,980	-	186,980
Projects and Collaborations	63,524	-	63,524
General	1,622,921	-	1,622,921
Specific restricted grants	-	112,756	112,756
CLEADER	6,587	-	6,587
Chartered Status Programmes	6,727	-	6,727
CIEBP	2,550	-	2,550
Total	2,032,899	112,756	2,145,655
NET INCOME/(EXPENDITURE)	(143,718)	200,482	56,764
RECONCILIATION OF FUNDS			
Total funds brought forward	487,880	105,023	592,903
TOTAL FUNDS CARRIED FORWARD	344,162	305,505	649,667

8. Governance costs

	2024 £	2023 £
Auditors remuneration	14,381	18,081
Council elections	8,354	-
Other	638	750
Travel and hospitality	1,141	735
AGM	4,379	-
	28,893	19,566

9. Intangible fixed assets

	Computer software £
COST	
At 1 April 2023 and 31 March 2024	62,900
AMORTISATION	
At 1 April 2023	32,190
Charge for year	7,863
At 31 March 2024	40,053
NET BOOK VALUE	
At 31 March 2024	22,847
At 31 March 2023	30,710

10. Tangible fixed assets

	Office equipment £
COST	
At 1 April 2023	39,658
Additions	6,989
At 31 March 2024	46,647
DEPRECIATION	
At 1 April 2023	35,180
Charge for year	3,845
At 31 March 2024	39,025
NET BOOK VALUE	
At 31 March 2024	7,622
At 31 March 2023	4,478

11. Debtors: Amounts falling due within one year

	2024 £	2023 £
Trade debtors	168,762	70,272
Other debtors	2,479	2,139
VAT	4,972	1,637
Prepayments and accrued income	27,476	30,486
	203,689	104,534

12. Current asset investments

	2024 £	2023 £
Other	240,767	-

13. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	13,009	104,541
Other creditors	579,318	604,856
	592,327	709,397

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.

14. Movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	344,162	121,053	465,215
Restricted funds			
Helen Hamlyn Trust	190,091	10,327	200,418
Mercers Charitable Foundation	91,168	(91,168)	-
Early Childhood Hub	9,952	(9,952)	-
BUPA Foundation	9,940	(9,940)	-
The Association for Child and Adolescent Mental Health	4,354	(4,354)	-
Comino Foundation Grant Award	-	10,943	10,943
	305,505	(94,144)	211,361
Total funds	649,667	26,909	676,576

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,883,050	(1,761,997)	121,053
Restricted funds			
Helen Hamlyn Trust	230,592	(220,265)	10,327
Mercers Charitable Foundation	-	(91,168)	(91,168)
Early Childhood Hub	-	(9,952)	(9,952)
BUPA Foundation	-	(9,940)	(9,940)
The Association for Child and Adolescent Mental Health	-	(4,354)	(4,354)
Comino Foundation Grant Award	15,000	(4,057)	10,943
Fair Education Alliance	22,500	(22,500)	-
	268,092	(362,236)	(94,144)
Total funds	2,151,142	(2,124,233)	26,909

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	482,736	(143,718)	339,018
Designated fund	5,144	-	5,144
	487,880	(143,718)	344,162
Restricted funds			
Helen Hamlyn Trust	-	190,091	190,091
Mercers Charitable Foundation	80,000	11,168	91,168
Early Childhood Hub	5,773	4,179	9,952
BUPA Foundation	19,250	(9,310)	9,940
The Association for Child and Adolescent Mental Health	-	4,354	4,354
	105,023	200,482	305,505
Total funds	592,903	56,764	649,667

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,889,181	(2,032,899)	(143,718)
			-
Restricted funds			
Helen Hamlyn Trust	190,091	-	190,091
Mercers Charitable Foundation	69,962	(58,794)	11,168
Early Childhood Hub	36,518	(32,339)	4,179
BUPA Foundation	1	(9,311)	(9,310)
The Association for Child and Adolescent Mental Health	16,666	(12,312)	4,354
	313,238	(112,756)	200,482
Total funds	2,202,419	(2,145,655)	56,764

Designated Funds

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Council think fit.

Helen Hamlyn Trust

Working collaboratively with schools to identify, plan and implement curriculum development.

Mercers' Charitable Foundation

Designing and piloting of a Chartered Teacher programme for school leaders.

Early Childhood Hub

Collaborate on high-quality Early Years practitioner support, specialist training and professional development resources to support the educational professional community, in both written form and video.

BUPA Foundation

Production of a series bitesize online learning sessions for teachers, focused on key topics around supporting pupils' mental health, including bereavement, trauma, social media use, sleep and more.

The Association for Child and Adolescent Mental Health

Production of a series of ten webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more.

Comino Foundation

Those organising the "priority-setting activity" will invite the participation of schools in the Comino network, namely: the schools in the North West Creative Comino Consortium; those in the SEERIH network; and also possibly, the schools in the Bristol Education Partnership.

The Fair Education Alliance

Work together to increase social impact against the Fair Education Impact Goals by undertaking specific activities.

15. Employee benefit obligations

The charity's employees belong to two pension schemes. The charity's primary pension scheme is NEST, a multiple-employer defined benefit scheme. One of the charity's employees also belongs to the Teachers' Pension Scheme for England and Wales (TPS), a multiple-employer benefit scheme. The last actuarial valuation of the TPS related to the period 31 March 2020. The charity withdrew from the TPS on 5 October 2023.

Contributions amounting to £nil were payable to the schemes at 31 March 2024 (2023: £NIL).

Teachers Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £Nil (2023: £Nil).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

The final contribution for an employee to the Teachers Pension Scheme was made in December 2021. There are no current employees in the scheme and the scheme is closed to new entrants.

16. Related party disclosures

There were no related party transactions, other than those stated in note 5 above, for the year ended 31 March 2024 (2023: Nil).

There were no related party balances owed or owing for the year ended 31 March 2024 (2023: none).

Chartered College of Teaching

If you would like to view a Word version of this report, or have other accessibility requirements, please contact hello@chartered.college or call 020 3433 7624.

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The Chartered College of Teaching is incorporated by Royal Charter and a registered charity (no. 313608).

THE CHARTERED COLLEGE OF TEACHING

England & Wales - Charity number 313608

Accounts

Chartered College of Teaching

Annual Report 2022/2023



Registered number: RC000128

Charity number: 313608

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President's Report for the Year 1 April 2022 to 31 March 2023



I was delighted to take up the role as President of the Chartered College of Teaching from the November 2022 Annual General Meeting. I have since been inspired by the numerous positive accounts I have heard from members of how the Chartered College of Teaching is supporting their individual and their school's professional development through the Impact journal, Chartered Status, research, webinars and events.

The challenges of the pandemic revealed the best of our profession, and teachers and those who work with teachers continue to grapple with its lingering impacts. Schools around the world have worked tirelessly to support learners to succeed, and to support each other; recruitment and retention is a global issue. Schools and their leaders are making difficult decisions amidst the complexities of managing increasingly limited resources. Teachers are demonstrating their professionalism in making many decisions daily in their classrooms to support all children and young people. More than ever we need our professional body to empower professionals in schools to make evidence-informed decisions.

The Chartered College of Teaching continues to thrive and work hard to support our members. Our connections continue to grow through partnerships across the sector, and our reputation for credible sector-wide expertise has resulted in many requests to collaborate and advise. Our growing membership, including through group membership, benefits from these partnerships and opportunities and as we grow as a professional body so does the experience for our members.

April 2022 to March 2023 has been a busy year, with sector-leading projects on inclusive leadership and the launch of the Rethinking Curriculum project. The introduction of the Chartered Teacher Mentor route was welcomed by the profession, and I look forward to seeing many colleagues achieve this status in the years ahead. Through all of this, a significant milestone in our journey has been achieving the financial stability that enables a thriving future ahead.

Chartered Status remains a vital component of our work. I have thrived since completing both the Teaching and Leadership routes of the programme and continue to extol the benefits of the accreditation with all I meet. The Chartered Teacher pathway now welcomes prior learning from a growing number of CPD partners, notably National Professional Qualifications; I know many colleagues will be keen to take advantage of their prior learning to complete the Chartered Teacher journey.

I am hugely grateful to Stephen Munday HonFCCT CBE for his stewardship as President of the Chartered College of Teaching. It was a pleasure as the incoming President to award our immediate Past President Stephen Munday HonFCCT CBE an Honorary Fellowship, and to make an award of Honorary Membership to the late Hannah Uche-Njoku HonMCCT to recognise her contribution to the profession. We welcome long-serving Council Member Aimée Tinkler FCCT to the role of President-Elect, succeeding me as President in Autumn 2024.

Our Council plays a vital role in the work of our professional body. I would like

to give thanks to Sue Jackson FCCT, Jon Searle MCCT, Julia Skinner FCCT, Amarbeer Singh Gill MCCT and Anna Steele MCCT, whose terms of office ended in the last 12 months, for their contribution. Our Council works with such energy and expertise through our committees and Council meetings to ensure our professional body continues to thrive and I am appreciative of the commitment of our current Council Members. Most importantly I must thank Dame Alison Peacock and her team; they work so hard for our members and make contributions that are sector-wide. We are so grateful to all of them in making a commitment to the Chartered College of Teaching and to the profession as a whole.

Dr Steven Berryman FCCT CTeach (Leadership)



Chief Executive's Report for the Year 1 April 2022 to 31 March 2023



In writing this report I have reflected on the amazing work of teaching professionals in challenging times. Teaching professionals in the UK and around the world have been supporting children and young people handling the after effects and pressures caused by the pandemic. Many of our teaching colleagues have also been faced with high inflation, a cost of living crisis, uncertainty over funding and pay and an increasing crisis in teacher recruitment and retention. I continue to be immensely proud of how our profession deals with such challenges, and how we at the Chartered College of Teaching can support teaching colleagues in such times.

The Chartered College of Teaching has ensured that the government and society hear members' expertise and insights in shaping policy. We first predicted in May 2020 that school closures and distance learning were likely going to affect teachers' mental health negatively (Muller and Goldenberg, 2020). This has since been confirmed in multiple reports, including our own work (Muller and Goldenberg, 2021). Teacher and student wellbeing are two sides of the same coin and while student wellbeing has, rightly, received substantial attention, teacher wellbeing has been largely overlooked. We therefore partnered with Education Support to find out from teachers what could be done to support their wellbeing and the results were communicated to the Secretary of State in a Call for Action. Following the scrutiny of the role of Ofsted, we developed a statement outlining the views of the College and our members on high-stakes accountability systems. I met with His Majesty's Chief Inspector, and with the Children's Commissioner, and requested a meeting with the Secretary of State, to discuss how the inspection system could better support school improvement and improve the care of those who are impacted by inspection.

The term of office of our President of the Chartered College of Teaching, Stephen Munday HonFCCT CBE, came to an end in November 2022. I would like to thank Stephen for his sage advice, genuine dedication and strong vision for the Chartered College. Stephen put members at the heart of Council discussions. He personified the Chartered College of Teaching's values and demonstrated true commitment to the Chartered College at all times. Stephen made an enormous impact on the Chartered College during his term of office as President and his clear vision for the Chartered College of Teaching, as the professional body, helped the charity to make great strides under his tenure. I know that he will continue to champion and support the Chartered College as past President.

With Stephen Munday's term of office ending, I was delighted to welcome Dr Steven Berryman FCCT CTeach (Leadership) in his role as President following his term as President-Elect. It is wonderful to have a President who has been awarded Chartered Status. I am looking forward to the Chartered College continuing to achieve great things with Steven as President. We also welcomed Aimée Tinkler as President-Elect.

This financial year has been pivotal following a year of 'investment for growth' for the Chartered College of Teaching to support longer-term growth. We have continued to prioritise our member offer. During 2022 we launched our

new member platform, MyCollege. MyCollege received over 1m views during the period, and the new site now brings together all of our content, research and publications in a series of 'hubs': Research Hub, Early Career Hub, Early Childhood Hub, Video Hub and, most recently, the Learning Hub, which provides access to a range of CPD courses via our virtual learning platform. In November 2022 we launched our new Associate Membership specifically designed for all teaching assistants and those supporting teachers and learning in the classroom at every level. Our events continue to provide rich engagement opportunities for members, with over 2,500 members attending more than 40 events. Membership has continued to grow despite the wider economic challenge, cost of living and pressures on school budgets in the UK, and the high conversion of students into paying Early Career Teacher members is a particular highlight. We have also made strides with the roll-out of our new model for Chartered Status, with increasing numbers of teachers undertaking a range of modular assessments; we have also launched a new pathway for teacher mentors to achieve Chartered Status, recognising the increasing demands placed on mentors in schools.

A particular area of concern during and post-pandemic has been pupil mental health and wellbeing, and the ever-increasing scope of teachers' roles in supporting this. We have been delighted to partner with the Association for Child and Adolescent Mental Health (ACAMH) to produce a series of 10 webinars and accompanying resources focused on different aspects of supporting pupil mental health, which have been attended by thousands of teachers. With the support of the Bupa Foundation, we have also produced a series of accompanying bitesize online learning units.

We continue to be fully committed to furthering equality, diversity and inclusion across the Chartered College and the wider profession. Our diversity and accessibility work continued with strength in 2022/23, led by an internal workstream, including launching a voluntary, anonymised survey to monitor the diversity of our membership and governance structure and the development of an interactive glossary for the team to promote a shared understanding of language around diversity, accessibility and inclusion. This led to a self-efficacy survey to be conducted with the whole staff to better understand areas on which to focus team-wide professional learning. We also commissioned a full accessibility audit of MyCollege, with only those changes needed to third-party plugins remaining outstanding.

I am very grateful to all our funders and partners for their ongoing support of the Chartered College of Teaching. The Pears Foundation continues to be an important partner and supporter, committed to the Chartered College of Teaching's mission and vision and providing generous core funding for the charity as well as professional learning opportunities and space for our team. The Paul Hamlyn Foundation has generously committed to support the long-term aims of the Chartered College of Teaching through backbone funding between 2021 and 2025, demonstrating a genuine commitment to the work of the Chartered College of Teaching. They have also funded our evaluation of blended teacher CPD. Nord Anglia Education has continued to support the growth of the Chartered College of Teaching by providing generous core funding. The Mercers' Charitable foundation, through the Charity of Sir Richard Whittington, have also kindly funded us to develop a new programme for school leaders focused on leading inclusive schools. The Helen Hamlyn Trust is generously funding our multi-year project to support teachers and school leaders in primary schools to enhance practice and learning outcomes for children, through rethinking curriculum design.

We have been able to support more teachers in specific areas through other funded projects, including developing a new Early Childhood Hub to support

early years professionals with support from Montessori, designing a series of videos to support teachers with support from NASBTT and accreditation for tutoring with Education Development Trust (EDT).

I continue to feel grateful to work with a very talented and committed staff team who are dedicated to providing the best support to our members.

The teaching profession needs a strong professional body now more than ever. In order to do this we will continue to strengthen the support and resources we offer to teachers, and further engage the profession with Chartered Status, our publications and membership.

As the professional body for the teaching profession, the issue of teacher wellbeing remains hugely important to us and we will continue to seek ways to support teachers longer-term. We will continue to speak up and advocate on behalf of teachers and through our research reports have been able to open productive dialogues with policymakers to ensure that the voices of teachers are heard.

Professor Dame Alison Peacock
Chief Executive

Key stats



chartered.college/join

Report of the Council for the Year 1

April 2022 to 31 March 2023

The Council presents its report with the financial statements of the charity for the year ended 31 March 2023. The Council has adopted the provisions of 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).

Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.

Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated in our Royal Charter and charitable aims is: 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment).'

The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher.

The Chartered College of Teaching has advanced its charitable aims during 2022/23 through the strategic priorities and activities, as highlighted in the President's and Chief Executive Officer's reports and further detailed below.

Mission

The Chartered College of Teaching is the professional body for teachers. Its mission is 'Empowering a knowledgeable and respected teaching profession through membership and accreditation'.

In 2019 we developed our Theory of Change and 2030 goals. We use our Theory of Change to guide strategic choices and decisions to maximise our effectiveness to create change. Our annual business planning process supports the charity to progress towards these goals with strategic priorities, clearly defined activities and measures to track progress. The final goals in our Theory of Change are as follows:

- Teaching is seen as a high-status profession, with policy based on research and teachers' input
- Recruitment and retention rates are no longer an issue
- Improved pupil outcomes for all children and young people.

“““

Being part of the Chartered College has encouraged us to become outward-facing and relentless in our pursuit of teacher excellence in our classrooms.

“““

Membership, and specifically the CTeach programme, has given me confidence. Confidence in making decisions and confidence in sharing with colleagues.

“““

I would wholeheartedly recommend the Chartered College of Teaching – it broadens your understanding of research and allows you to connect with other teachers

Our activities

Membership

Members of the Chartered College are recognised for their professionalism and dedication to high-quality teaching with the post-nominals MCCT and Fellowship recognises the outstanding contribution of experienced teachers and their ongoing support to the future development of teachers with the post-nominals FCCT.

Membership supports teachers and teaching assistants throughout their careers, from studying teaching, through to Early Career Teacher (ECT), mid and late career, including those who progress into leadership roles. ECTs benefit from the Early Career Hub and access to resources aligned to the Early Career Framework and Teachers' Standards. We produce termly issues of Impact, the peer-reviewed, award-winning journal supporting teachers to work with the latest research and the knowledge of good practice, for our Members and Fellows. We provide all members with access to every single issue of Impact on MyCollege, which has over 1,700 articles, case studies and guides across three hubs, as well as footage of classroom practice, interviews and webinars on our Video Hub, to support teacher development. Our members also have access to one of the world's largest databases of education research journals, as well as research summaries, guides and reviews giving members overviews of the latest research to develop their practice with the latest evidence, and on-demand CPD videos. Membership is also strengthening collegiality across the profession. With over 270 video recordings and regular virtual events, members can share practice and discuss how research can support work in the classroom. And we are adding over 50 new recordings each year as we build our knowledge capital. Through Chartered College membership, teaching assistants, teachers and leaders are provided with the space for ongoing debate and a platform for their voices to be heard by decision-makers through consultations on education policy.

Teacher accreditation

Chartered Status is a professional accreditation that recognises teachers and school leaders who have achieved an advanced standard of practice. To be awarded Chartered Status, individuals must demonstrate that they meet the Professional Principles by successfully completing four assessment units with the Chartered College of Teaching on one of our Chartered Teacher, Chartered Teacher (Mentor) or Chartered Teacher (Leadership) pathways.

Teachers and school leaders can gain certification for an individual unit, or can work towards attaining Chartered Status by completing all four units on their given pathway. Individuals can complete these units independently, or can be supported by accessing relevant CPD from their school or a Chartered Status CPD Provider.

Teacher CPD

We offer a range of online CPD for our members and the wider teaching profession via our Learning Hub, including:

- a range of bitesize CPD resources on topics such as supporting pupil mental health, supporting students to develop literacy skills, fostering positive behaviour, relationships and learning environments and many more
- an online course on diversifying and decolonising the curriculum
- a suite of practical resources for teachers about supporting pupils' mental health and wellbeing, supported by Bupa and the Association for Child and Adolescent Mental Health (ACAMH)
- an online course for school leaders on leading inclusive schools, including a

module on refugee education, funded through the support of the Charity of Sir Richard Whittington.

Our print and online resources

We publish three issues of our peer-reviewed journal *Impact* each year, available in both print and as an online edition. We also published the second edition of *The Early Career Framework Handbook* to support early career teachers and their mentors.

In addition, the member-only platform, MyCollege, hosts a range of hubs for members:

Research Hub: Hosts summaries of academic and practitioner research as well as reports that Chartered College of Teaching members have contributed to.

Early Career Hub: A one-stop shop for trainee teachers, early career teachers, and those involved in supporting, coaching and mentoring those new to the profession.

Video Hub: Hosts short classroom practice videos filmed in a variety of settings, recorded interviews with a range of teachers, leaders and educators and webinar recordings.

Early Childhood Hub: A new hub for 2022, hosting content by and for Early Years practitioners, with a focus on the pedagogy and practice of early childhood education.

Learning Hub: A new hub for 2022/23, the hub is the home for professional learning and development, hosting bitesize CPD units, access to information about professional accreditation through Chartered Status and details of other available courses.

Equality, diversity and inclusion

At the Chartered College of Teaching, we are committed to being accessible so that everyone can engage with us without encountering barriers. We are committed to improving equity and inclusion by offering opportunities for all to engage with our mission. We are working to understand and overcome barriers to access. We aim to create an environment in which all voices are heard and respected and everybody is valued individually; strengthening our collective work as an organisation. We are working to further understand the structural inequalities that exist in education, and we are committed to advocating for change so that teaching becomes a diverse, equitable and inclusive profession.

Through an internal working group, we have made significant progress this year, including launching a voluntary, anonymised survey to monitor the diversity of our membership and governance structure, benchmarked against external data (such as that collected by DfE), and developing an interactive glossary for the team to promote a shared understanding of language around diversity, accessibility and inclusion. We also conducted a self-efficacy survey with the whole staff to better understand areas to focus team-wide professional learning; a structured professional learning programme will be rolled out in 2023/24 based on this. In the autumn term 2022 we released an online learning module on supporting refugee students in schools; this will be followed in spring 2023 by a full course designed for school leaders and focuses on developing inclusive school policies. The course combines research evidence with high-quality practice so that school leaders can learn from the best available evidence and discuss their approaches and experiences with peers. This course stems from another available course through the College on diversifying and decolonising the curriculum.

“““

The quality of the resources on offer and how these are constantly improving means that there is always something helpful to access.

“““

The Diversity and Inclusion group has supported the internal working group to take forward a range of impactful actions leading to a better understanding of the representation of our membership and how we can provide sustainable professional learning for the staff team and Council. We are also pleased to see the commitment of the College in providing meaningful, research-informed CPD for members on topics such as refugee education, decolonising the curriculum and leading inclusive schools.

Sufian Sadiq FCCT, Council Member and Chair of the Diversity and Inclusion Group.

Fundraising approach and controls

Donors to the Chartered College of Teaching can be assured regulatory standards for fundraising are followed. We are voluntarily registered with the Fundraising Regulator, we are GDPR compliant and have robust systems for data maintenance and record keeping. No complaints relating to fundraising activities have been received or raised through the regulator.

All fundraising activity is undertaken by the organisation, no fundraising activities are carried out using professional fundraisers or commercial organisations. We have a donations page on our website if members of the public wish to donate, we do not contact members of the public directly to request donations.

Achievement and performance

Charitable activities

The Chartered College of Teaching made great progress in 2022/23, in particular during the context of the challenging external environment following the pandemic and the economic environment in the UK. For the period 1 April 2022 to 31 March 2023 the Chartered College of Teaching had five strategic priorities. The section below highlights some of the key achievements within each strategic priority.

1. Recruit and retain members

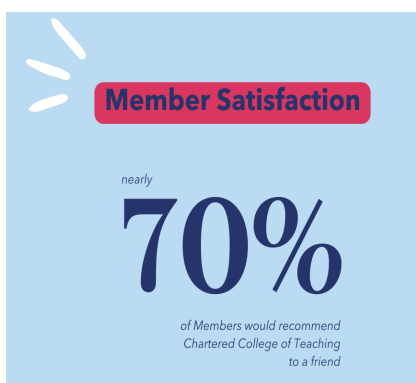
Membership has continued to grow despite the wider economic challenge, cost of living and pressures on school budgets, with the high conversion of students into paying ECT members and launch of Associate membership being key highlights, with a demonstrable impact towards both our vision and sustainable, longer-term growth.

Membership of paying grades grew by 9.6% with a 2.4% net growth in full membership. Paying membership growth was strong despite the challenging economic climate. Student membership has now stabilised and this change resulted in a significant increase from student (free) to Early Career Teacher (ECT) paid membership conversion at 71%. This will provide more sustainable paying membership growth in subsequent years as they progress into full membership. We also saw solid growth in our group membership of 9.8%, testament to the value trusts are seeing in enabling all of their staff to belong to and engage with the Chartered College of Teaching.

We maintained 95% retention of our Fellows and we continue to work on improving full member retention, for example with targeted benefit and 'update your details' campaigns (a key factor in renewals is changes to member email and contact details). With operational incremental developments underway to make conversion, retention and satisfaction even better, our focus in 2023/24 is on attracting and retaining group members, with better account management to drive engagement with our knowledge capital.

Member satisfaction remains high and we retained our net promoter score of +65 which is deemed 'very good' and just +5 away from 'excellent'. Over 4,300 members attended 52 new webinars, all of which are then made available through our Video Hub. A particular highlight was the Pedagogy in Practice series of eight webinars delivered in association with the Association for Child and Adolescent Mental Health (ACAMH).

Our marketing capacity and capability has also been enhanced with some fantastic achievements – online followers increased by 12% with over 50,000 active online engagements each month. We launched new initiatives such as the 12 days of Christmas campaign and 'focus' months for Chartered (February) and Group membership (March). These resulted in increased website visits and traffic; for example, the Chartered campaign helped us to achieve 334% more visits to the Certificate in Evidence-Informed Practice page.



Our events continue to provide rich engagement opportunities for members and, over the period, we developed a range of specific webinars designed for trust and professional development leaders, to improve engagement with strategic partners. In July we also held a Chartered membership graduation ceremony to celebrate the achievements of our members and as a platform to increase awareness of Chartered Status as a key tenet of Chartered College membership. Partnerships are a key facet of our business plan, and significant multi-membership and Certificate in Evidence-Informed Practice registrations with the Education Authority in Northern Ireland and the Montessori Group, for example, are testament to our ongoing efforts to work in partnership with the profession and key stakeholders.

In November 2022 we launched our new Associate Membership specifically designed for all teaching assistants and those supporting teachers and learning in the classroom at every level. Teaching assistants play a critical role in supporting teachers and, with limited time for their own professional development, we want to celebrate their expertise, contribution and professionalism, and provide opportunities for them to develop and progress. Trusts have already recognised the value of this offer with over 700 teaching assistant redemptions purchased through group accounts.

We continued to engage with partners and stakeholders to advance our vision, with 60% of Teaching School Hubs in dialogue with us about group membership and/or Learning Partner opportunities. We have also worked on guidance for Teaching School Hubs to aid their CPD proposals for 2022/23 and 45 organisations have registered as Learning Partners to support Chartered Status candidates.

2. Be recognised as the professional body for teaching and influence the development and direction of the profession

Thanks to funding from Montessori, we launched the Early Childhood Hub on MyCollege, now one of five hubs supporting members alongside the Impact site and online shop. MyCollege continues to receive close to 100,000 views per month. In 2022/23 we have increased our bitesize CPD resources via the ACAMH and Bupa projects, and we continue to enhance our professional learning offer to create a bridge between our content and the Chartered Status pathways. MyCollege also hosts all webinars to watch on demand, including over 50 recorded in 2022/23.

In 2022/23 we were mentioned in 70 news features, including 22 in Tes. We also partnered with Education Support to find out from teachers what could be done to support their wellbeing, with 1,020 teachers taking part in the survey. The results were communicated to the Secretary of State in a call to action and were picked up by a range of news outlets. In December we launched our research priority setting survey centred around the implementation of cognitive science, the results of which will help to inform our products and services, inform future funding proposals and help to establish our position in the sector.

We published three issues of the Chartered College's MemCom award-winning, termly peer-reviewed journal, Impact. As a valuable resource, it has given members access to evidence which continues to enable them to make the best decisions for their teaching and pupils' learning.

A particular area of concern during and post-pandemic has been pupil mental health and wellbeing, and the ever-increasing scope of teachers' roles in supporting this. We have been delighted to partner with the Association for Child and Adolescent Mental Health (ACAMH) to produce a series of 10 webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more. These webinars have been attended by thousands of teachers. With the support of the Bupa Foundation, we have also produced a

6699

Teaching Assistants and other support staff play an invaluable role in schools, so recognition from the Chartered College, which holds the Royal Charter for teaching, is wonderful news!

Website

74%

Web visitors that return more than once a month

31,000

Unique visitors to the website each month

series of accompanying bitesize online learning units.

Since January 2022, we have offered a more flexible, self-paced pathway to Chartered Status, enabling teachers and school leaders to gain credits for Chartered Status through the completion of four online assessment units, which include our Certificate in Evidence-Informed Practice. Once registering to undertake Chartered Status, candidates have up to three years to complete all assessment units and may do so independently or with support from one of our registered CPD Partners.

3. Continue to grow income from funding and accreditations, and operate within budget

2021/22 was a year of investment for growth, with a pre-approved deficit budget to allow for investment, for example in marketing and membership. The Council approved a small surplus budget for 2022/23. The return to a small, sustainable surplus position three years after the end of the DfE grant funding is a notable achievement for the charity.

Income from grants and projects was particularly strong and performed above budget, with significant core funding support from Pears Foundation, Paul Hamlyn Foundation and Nord Anglia Education, and notable restricted grants from the Charity of Sir Richard Whittington and Helen Hamlyn Trust.

The Council and Finance, Risk and Audit Committee monitored performance against budget closely throughout the year and the end of year accounts are in line with the approved budget.

4. Continue to implement the people and culture strategy

We have also continued to make great strides in our people and culture strategy focusing on four strands in 2022/23: wellbeing, professional learning, recruitment, retention and reward and corporate social responsibility.

There have been improvements year-on-year in our external employee survey, which was completed by all employees in summer 2022. We continue to provide regular wellbeing guidance for the employee team, have improved the employee induction and appraisal processes and commenced a programme of professional development for line managers. Monthly information and professional development sessions for the team took place, on topics including mental health and suicide awareness. The annual external benchmarking exercise took place to ensure that our employees are remunerated fairly for their roles. In July 2021 the Chartered College became Disability Confident accredited (Level 1), showing our commitment to accessibility and disability and to improving how we recruit, retain and develop disabled people at the Chartered College. In May 2023 the Chartered College of Teaching became a Disability Confident Employer (Level 2).

Financial review

Financial position

2022/23 was a pivotal year for the Chartered College of Teaching, where we returned to a surplus budget following a year of approved investment for growth. The return to a small financial surplus of £56,764 (2021/22 £133,044 deficit) in a challenging economic climate was a significant achievement and in line with our financial projections. We achieved this surplus through growth in paying membership, generous core grant funding and working with funders to deliver new projects to benefit members and the wider teaching profession.

Given the challenging economic environment and the projected small

surplus, the Finance, Risk and Audit Committee carefully monitored income and expenditure during the year, and were satisfied with the Executive Leadership Team's rigorous management of the budget.

Income

Income from membership continues to be the largest source of income, generating £1.3m and 60% of total income in 2022/23 compared with 56% (£1.1m) in 2021/22. Learning programmes generated income of £217,598 (2021/22 £411,103), and total income from all Chartered pathways made up 10% of total income in 2022/23. Income from projects and collaborations has increased to £394,569 (2021/22 £135,284) and income from donations and grants increased to £213,287 in 2022/23 (2021/22 £196,870) due to generous unrestricted and restricted funding from our core partners. This has enabled us to continue to increase our impact on teachers and improve our products and services, as well as enabling us to improve our operations, develop our systems and invest in our people.

Expenditure

The Chartered College of Teaching had £2,145,655 expenditure in 2022/23. Although slightly increased from £2,108,181 in 2021/22, this was lower than the approved in-year expenditure budget of £2,437,986. 48% of unrestricted expenditure (excluding staff costs) was spent on membership costs and the Impact journal and 5% on the cost of Chartered pathways.

Reserves policy

Our unrestricted reserves are the net current assets of our general unrestricted funds. The charity holds unrestricted reserves to provide working capital to finance day-to-day operations, provide a safeguard against the risks of unforeseen liabilities and expenditure and provide a safeguard against unforeseen shortfalls in income.

The Finance, Risk and Audit Committee and Council continued to monitor the reserves policy in 2022/23 to ensure that the Chartered College's work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. The Council has approved a range for unrestricted reserves of between £400,000 and £1m. The impact of the pandemic and economic environment did not result in the need to either rely on brought forward reserves, or to revise the unrestricted reserves target. As at 31 March 2023, total unrestricted reserves were £344,162. This was slightly below the minimum level set in the reserves policy but we regard this as a short-term issue based on current forecasts. The Finance, Risk and Audit Committee will monitor this closely over the next 12 months. The Chartered College did not hold any investments in financial instruments during the financial year, including those with a social investment focus.

Risk management

The Chartered College of Teaching places high importance on the effective management of risk so that it can achieve its vision and aims. The Council has overall responsibility for risk management and the Finance, Risk and Audit Committee has the delegated authority to review the risk management systems and make appropriate recommendations to the Council. The Finance, Risk and Audit Committee formally reviews risks three times a year. The Chartered College of Teaching manages risks in line with its risk management policy which is approved by the Council. All identified key organisational risks are collated on a risk register which sets out the risks, assesses their likelihood and impact, tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising. The Executive

Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. All employees should be able to identify, mitigate and manage key risks within their areas and communicate and escalate these as appropriate. This ensures that responsibility for risk is distributed across, and embedded in, the operations of the charity.

There was no serious incident to report as per the requirements under the Charities Act 2011. The Chartered College of Teaching has a robust risk management framework that is strategically reviewed by the Executive on behalf of Council and is operationally managed by the Chief Operating Officer. During the year, the following major categories of risk were identified:

- Membership risks focused on new membership and activations of group memberships. Membership numbers were reforecast and improved financial modelling for membership has been put in place for 2023/24. A new internal workstream has been set up to plan for sustained growth.
- The risk of Chartered Status pathways not meeting participant engagement and budget assumptions. Mitigating actions included a College-wide campaign dedicated to the full suite of Chartered Status units, and the establishment of a new internal workstream aiming to utilise the skills of the organisation to maximise the potential for Chartered Status.

Going concern

The charity's activities, financial performance and liquidity position are reviewed annually by the Council as part of a full business planning process and thereafter considered on a regular basis by the Finance, Risk and Audit Committee to ensure the business plan and budget accurately reflect the position of the charity. The Finance, Risk and Audit Committee pay particular attention to income and expenditure relating to membership, Chartered pathways and grants and projects, as well as expenditure relating to the journal and staff, as these represent the most significant items of income and expenditure. The Finance, Risk and Audit Committee considers a range of income scenarios and based on these scenarios the Council is satisfied that the charity has adequate resources to operate for the foreseeable future and considers it appropriate for the organisation to adopt a going concern basis in preparing its financial statements.

Future plans

For 2023/24 we have identified five strategic priorities for the Chartered College to move us closer to our vision:

- Continue to grow membership, engagement and Chartered Status
- Be recognised as the professional body for teaching, provide a learning community for all teaching professionals and influence the development and direction of the profession
- Continue to be financially sustainable by operating within budget
- Develop and begin to implement a data and digital strategy that supports organisational growth
- Continue to progress the people and culture strategy and foster a healthy and strong team culture.

Within each strategic priority we have identified specific goals that we will focus on in 2023/24. Each goal has been developed with a corresponding 2025 and 2030 goal to progress to, recognising that within the 2023/24 financial year, significant progress needs to be made towards those we have set for 2025.

Continue to grow membership, engagement and Chartered Status

- Membership and Chartered Status numbers meet participant numbers and income targets, driven by a focus on group memberships
- Members' engagement with the College increases, with a focus on group member activations.

Be recognised as the professional body for teaching, provide a learning community for all teaching professionals and influence the development and direction of the profession

- The Chartered College supports teacher professionalism through high-quality professional learning and accreditation
- We are on track to achieve Royal Status by 2030 through relationships, publications and successful elections and induction.

Continue to be financially sustainable by operating within budget

- Continued strong financial management processes are in place to further improve cost control
- Revenue targets are met across membership, Chartered Status and grants and projects.

Develop and begin to implement a data and digital strategy that supports organisational growth

- Using data effectively serves the needs of members whilst protecting their data and their wishes for privacy
- A data-driven system architecture is developed collaboratively that supports organisational growth.

Continue to progress the people and culture strategy and foster a healthy and strong team culture

- All four strands of the people and culture strategy are implemented and on track
- Our diversity and accessibility strategy has progressed, led by the internal workstream.

COVID-19

The aftermath of the Covid-19 pandemic did not have a significant financial impact on the charity in the 2022/23 financial year. However, schools, teachers and pupils continue to deal with the repercussions of the pandemic, and as a result we continue to review our offer to members to ensure that our products and services meet their needs in these challenging times.

Structure, governance and management**Governing document**

The Chartered College of Teaching is governed in accordance with its Royal Charter and by Bye laws and Regulations made under the terms of the Charter.

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by Supplemental Charters of 15 May 1998 and 18 July 2017).

Reference and administrative details

Members of the Council, who constitute the charity trustees, are elected or appointed in accordance with the Charter and Bye laws. Elected Council Members serve a term of four years. The members who served on the Council for the financial year 2022/23 are listed below:

Paul Barber FCCT (Chair of Constitutional Committee, Chair of Nominations Committee until November 2022)

Dr Steven Berryman FCCT CTeach (Leadership) (President-Elect until November 2022, President from November 2022)

Michael Chiles FCCT

Dr Natasha Crellin FCCT (Chair of Ethics Committee from November 2022)

Wedyan Dannan MCCT

Alexandra Dean FCCT

Amabeer Singh Gill MCCT (until February 2023)

Liz Gregory FCCT

Julie Harrington MCCT

Clive Hill MCCT

Jackie Hill FCCT

Sue Jackson FCCT (until November 2022)

Hannah Knowles FCCT (Chair of Education, Research and Journal Committee)

Stephen Munday HonFCCT CBE (President and Chair of Ethics Committee until November 2022, Chair of the Nominations Committee from November 2022)

Vivienne Porritt FCCT (Vice President and Chair of Remuneration Committee)

Marcus Richards FCCT FCPFA (Treasurer)

Nicola Rowe

Sufian Sadiq FCCT (Chair of Diversity and Inclusion Group)

Jon Searle MCCT (until November 2022)

Julia Skinner FCCT (until November 2022)

Anna Steele MCCT (until November 2022)

Aimée Tinkler (President-Elect from March 2023 and Chair of Membership Committee)

John Willis (Chair of Finance, Risk and Audit Committee)

The Nominations Committee, on behalf of the Council, reviews the skills and experience of the Council required to achieve our objectives and govern our activities, and appoints members to the Council as required and within the limits defined in the Bye laws.

The Council and committees meet regularly to govern the charity. In FY 22/23 the Council held four meetings. There is a framework of delegated authority

which outlines matters for decision by the Council. Matters not reserved for decision by the Council are delegated to one of its committees, the Chief Executive Officer (CEO) or the Chief Operating Officer (COO). The framework of delegated authority is updated annually or more frequently if required. At its meetings in 2022/23, the Council reviewed the charity's organisational strategy and performance, the annual business plan and budget, appointed a President-Elect, appointed the first Honorary Fellow and Honorary Member, and approved the Code of Professional Conduct.

The Chief Executive Officer is Professor Dame Alison Peacock who joined the Chartered College of Teaching in January 2017.

Address

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41 Brunswick Square
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WC1N 1AZ

Telephone: 020 3433 7624

E-mail: hello@chartered.college

Website: <https://chartered.college>

Bankers

Metro Bank
1 Southampton Row
London
WC1B 5HA

Registered number

RC000128

Registered charity number

313608

Statement of responsibilities of members of Council

Members of Council are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charter Bye laws require the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Council is required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charter and Bye laws. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the Council on 3rd October 2023 and signed on its behalf by:

Dr S Berryman FCCT CTeach (Leadership)
– President and Council Member

M Richards FCCT FCPFA – Treasurer
and Council Member

Report of the Independent Auditors to the Council of the Chartered College of Teaching

Opinion

We have audited the financial statements of Chartered College of Teaching (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 Council's 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Council Members are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Council is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Council

As explained more fully in the Statement of the Council's Responsibilities, Council Members are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Council determines 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, Council Members are responsible for assessing the charity'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 Council either intends to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities even though the audit has been properly planned and performed in accordance with the ISAs (UK). The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of how the company is complying with these frameworks through discussions with management.
- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of Council minutes.

- We assessed the susceptibility of the company's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the industry in which the company operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Hopper Williams & Bell Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the Council, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Council Members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Council as a body, for our audit work, for this report, or for the opinions we have formed.

Michaela Johns

Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandler's Ford
Eastleigh
Hampshire
SO53 4AR

Date: 17 October 2023

Statement of Financial Activities for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	176,768	36,519	213,287	196,870
Charitable activities	3				
Membership		1,326,562	-	1,326,562	1,101,773
CTEACH		40,238	-	40,238	97,944
Journal		46,872	-	46,872	23,550
Projects and Collaborations		117,850	276,719	394,569	135,284
General		3,531	-	3,531	26,557
CLEADER		7,938	-	7,938	197,054
Other Learning Programmes		(69)	-	(69)	101,500
Chartered Status Programmes		169,491	-	169,491	94,605
Total		1,889,181	313,238	2,202,419	1,975,137
EXPENDITURE ON					
Charitable activities	4				
Membership		125,607	-	125,607	103,989
CTEACH		18,003	-	18,003	20,394
Journal		186,980	-	186,980	168,534
Projects and Collaborations		63,524	-	63,524	73,835
General		1,622,921	-	1,622,921	1,626,405
Specific restricted grants		-	112,756	112,756	57,783
CLEADER		6,587	-	6,587	31,733
Other Learning Programmes		-	-	-	24,468
Chartered Status Programmes		6,727	-	6,727	-
Research		-	-	-	600
Certificate in Evidence-Informed Practice		2,550	-	2,550	440
Total		2,032,899	112,756	2,145,655	2,108,181
NET INCOME/(EXPENDITURE)		(143,718)	200,482	56,764	(133,044)
RECONCILIATION OF FUNDS					
Total funds brought forward		487,880	105,023	592,903	725,947
TOTAL FUNDS CARRIED FORWARD		344,162	305,505	649,667	592,903

Balance Sheet 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Intangible assets	9	30,710	-	30,710	38,572
Tangible assets	10	4,478	-	4,478	6,692
		35,188	-	35,188	45,264
CURRENT ASSETS					
Debtors	11	104,534	-	104,534	253,920
Cash at bank		913,837	305,505	1,219,342	938,638
		1,018,371	305,505	1,323,876	1,192,558
CREDITORS					
Amounts falling due within one year	12	(709,397)	-	(709,397)	(644,919)
		308,974	305,505	614,479	547,639
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT					
LIABILITIES					
		344,162	305,505	649,667	592,903
NET ASSETS					
		344,162	305,505	649,667	592,903
FUNDS					
Unrestricted funds	14			344,162	487,880
Restricted funds				305,505	105,023
TOTAL FUNDS				649,667	592,903

The financial statements were approved by the Council and authorised for issue on 3rd October 2023 and were signed on its behalf by:

Dr S Berryman FCCT CTeach (Leadership) – President and Council Member

M Richards FCCT FCPFA - Treasurer and Council Member

Cash Flow Statement for the Year Ended 31 March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	282,355	(239,463)
Net cash provided by/(used in) operating activities		282,355	(239,463)
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,651)	(2,969)
Net cash used in investing activities		(1,651)	(2,696)
Change in cash and cash equivalents in the reporting period		280,704	(242,432)
Cash and cash equivalents at the beginning of the reporting period		938,638	1,181,070
Cash and cash equivalents at the end of the reporting period		1,219,342	938,638

Notes to the Cash Flow Statement for the Year Ended 31 March 2023

1. Reconciliation of net expenditure to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	56,764	(133,044)
Adjustments for:		
Depreciation charges	11,727	12,203
Decrease in debtors	149,386	24,437
Increase/(Decrease) in creditors	64,478	(143,059)
Net cash provided by/(used in) operations	282,355	(239,463)

2. Analysis of changes in net funds

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash	938,638	280,704	1,219,342
Cash at bank	938,638	280,704	1,219,342
Total	938,638	280,704	1,219,342

Notes to the Financial Statements for the Year Ended 31 March 2023

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. 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.

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

Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

Intangible assets and amortisation

Intangible assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

MyCollege Platform – 12.5% straight line

Tangible fixed assets

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office Equipment – 20% straight line

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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.

Debtors

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

Liabilities and provisions

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

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

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

Pensions

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018. This scheme was closed to new entrants from 31 December 2021.

The charity operates a NEST defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to profit or loss in the period to which they relate.

2. Donations and legacies

	2023	2022
	£	
Donations	76,769	3,359
Grants	136,518	193,511
	213,287	196,870

3. Income from charitable activities

		2023 £	2022 £
	Activity		
Charitable income	Membership	1,326,562	1,101,773
Charitable income	CTEACH	40,238	97,944
Charitable income	Journal	46,872	23,550
Charitable income	Projects and Collaborations	394,569	135,284
Charitable income	General	3,531	26,557
Charitable income	CLEADER	7,938	197,054
Charitable income	Other Learning Programmes	(69)	101,500
Charitable income	Chartered Status Programmes	169,491	94,605
		1,989,132	1,778,267

4. Charitable activities costs

	Direct Costs £
Membership	125,607
CTEACH	18,003
Journal	186,980
Projects and Collaborations	63,524
General	1,622,921
Specific restricted grants	112,756
CLEADER	6,587
Other Learning Programmes	6,727
Certificate in Evidence-Informed Practice	2,550
	2,145,655

5. Council Members' remuneration and benefits

During the year ended 31 March 2023, remuneration totalling £435 was paid directly to 1 Council Member (2022: £300 to 1 Council Member).

Council Members' expenses

During the year ended 31 March 2023, expenses totalling £878 were reimbursed or paid directly to 7 Council Members (2022: £525 to 6 Council Members).

6. Staff costs

	2023 £	2022 £
Wages and salaries	1,242,293	1,225,551
Social security costs	149,784	135,361
Contribution to pension schemes	100,422	101,549
	1,492,499	1,462,461

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

	2023	2022
In the band £60,001-£70,000	-	1
In the band £70,001-£80,000	1	-
In the band £80,001-£90,000	2	1
In the band £90,001-£100,000	-	-
In the band £140,001-£150,000	1	1

The total key management personnel remuneration benefits for the year was £504,781 (2022: £448,558)
The average number of persons employed by the charity during the year was as follows:

2023	2022
30	29

7. Comparatives for the statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	101,233	95,637	196,870
Charitable activities			
Membership	1,101,773	-	1,101,773
CTEACH	97,944	-	97,944
Journal	23,550	-	23,550
Projects and Collaborations	127,284	8,000	135,284
General	26,557	-	26,557
CLEADER	197,054	-	197,054
Other Learning Programmes	101,500	-	101,500
Chartered Status Programmes	14,605	80,000	94,605
Total	1,791,500	183,637	1,975,137

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Membership	103,989	-	103,989
CTEACH	20,394	-	20,394
Journal	168,534	-	168,534
Projects and Collaborations	73,835	-	73,835
General	1,626,405	-	1,626,405
Specific restricted grants	-	57,783	57,783
CLEADER	31,733	-	31,733
Other Learning Programmes	24,468	-	24,468
Research	600	-	600
Certificate in Evidence-Informed Practice	440	-	440
Total	2,050,398	57,783	2,108,181
NET INCOME/(EXPENDITURE)	(258,898)	125,854	(133,044)
Transfers between funds	26,206	(26,206)	-
Net movement in funds	(232,692)	99,648	(133,044)
RECONCILIATION OF FUNDS			
Total funds brought forward	720,571	5,376	725,947
TOTAL FUNDS CARRIED FORWARD	487,879	105,024	592,903

8. Governance costs

	2023 £	2022 £
Auditors remuneration	18,081	11,300
Council elections	-	6,640
Other	750	165
Royal Charter direct costs	-	4,920
Travel and hospitality	735	396
	19,566	23,421

9. Intangible fixed assets

	Computer software £
COST	
At 1 April 2022 and 31 March 2023	62,900
AMORTISATION	
At 1 April 2022	24,328
Charge for year	7,862
At 31 March 2023	32,190
NET BOOK VALUE	
At 31 March 2023	30,710
At 31 March 2022	38,572

10. Tangible fixed assets

	Office equipment £
COST	
At 1 April 2022	38,007
Additions	1,651
At 31 March 2023	39,658
DEPRECIATION	
At 1 April 2022	31,315
Charge for year	3,865
At 31 March 2023	35,180
NET BOOK VALUE	
At 31 March 2023	4,478
At 31 March 2022	6,692

11. Debtors: Amounts falling due within one year

	2023 £	2022 £
Trade debtors	70,272	211,999
Other debtors	2,139	2,139
VAT	1,637	15,014
Prepayments and accrued income	30,486	24,768
	104,534	253,920

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	104,541	30,782
Other creditors	604,856	614,137
	709,397	644,919

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.

13. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023 £	2022 £
Within one year	-	25,668

14. Movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	482,736	(143,718)	339,018
Designated fund	5,144	-	5,144
	487,880	(143,718)	344,162
Restricted funds			
Helen Hamlyn Foundation	-	190,091	190,091
Mercers Charitable Foundation	80,000	11,168	91,168
Early Childhood Hub	5,773	4,179	9,952
BUPA Foundation	19,250	(9,310)	9,940
The Association for Child and Adolescent Mental Health	-	4,354	4,354
	105,023	200,482	305,505
Total funds	592,903	56,764	649,667

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,889,181	(2,032,899)	(143,718)
Restricted funds			
Helen Hamlyn Foundation	190,091	-	190,091
Mercers Charitable Foundation	69,962	(58,794)	11,168
Early Childhood Hub	36,518	(32,339)	4,179
BUPA Foundation	1	(9,311)	(9,310)
The Association for Child and Adolescent Mental Health	16,666	(12,312)	4,354
	313,238	(112,756)	200,482
Total funds	2,202,419	(2,145,655)	56,764

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	715,427	(258,897)	26,206	482,736
Designated fund	5,144	-	-	5,144
	720,571	(258,897)	26,206	487,880
Restricted funds				
Mercers Charitable Foundation	-	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	1,359	-
Wellcome Journal Club	5,376	22,189	(27,565)	-
Early Childhood Hub	-	5,773	-	5,773
BUPA Foundation	-	19,250	-	19,250
	5,376	125,853	(26,206)	105,023
Total funds	725,947	(133,044)	-	592,903

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,791,500	(2,050,397)	(258,897)
Restricted funds			
Mercers Charitable Foundation	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	(1,359)
Wellcome Journal Club	43,655	(21,446)	22,189
EdTech Demonstrator	8,000	(8,000)	-
Early Childhood Hub	13,482	(7,709)	5,773
BUPA Foundation	20,000	(750)	19,250
Paul Hamlyn - decolonising & diversifying the curriculum	18,500	(18,500)	-
	183,637	(57,784)	125,853
Total funds	1,975,137	(2,108,181)	(133,044)

Designated Funds

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Council thinks fit

Helen Hamlyn Foundation

Working collaboratively with schools to identify, plan and implement curriculum development

Mercers' Charitable Foundation

Designing and piloting of a Chartered Teacher programme for school leaders

Early Childhood Hub

Collaborate on high-quality Early Years practitioner support, specialist training and professional development resources to support the educational professional community, in both written form and video

BUPA Foundation

Production of a series of bitesize online learning sessions for teachers, focused on key topics around supporting pupils' mental health, including bereavement, trauma, social media use, sleep and more

The Association for Child and Adolescent Mental Health

Production of a series of ten webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more

Education Development Trust Early Years

Development of a training module for practitioners and membership of the Chartered College of Teaching

Wellcome Journal Club

Testing how journal clubs can be adapted from healthcare for education through establishing ten Science Teacher Journal Clubs

EdTech Demonstrator

Provision of comms and dissemination support to LGFL and the Education Foundation in their delivery of the DfE's edtech demonstrator project

Paul Hamlyn - decolonising & diversifying the curriculum

Develop a series of six bitesize online learning modules to support teachers with recolonising and diversifying the curriculum, including interactive resources, written content and videos

15. Employee benefit obligations

The charity's employees belong to two pension schemes. The charity's primary pension scheme is NEST, a multiple-employer defined benefit scheme. One of the charity's employees also belongs to the Teachers' Pension Scheme for England and Wales (TPS), a multiple-employer benefit scheme. The last actuarial valuation of the TPS related to the period 31 March 2016.

Contributions amounting to £nil were payable to the schemes at 31 March 2023 (2022: £NIL).

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions

2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated costs of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £Nil (2022: £10,400).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FR102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The final contribution for an employee to the TPS was made in December 2021. There are no current employees in the scheme and the scheme is closed to new entrants.

16. Related party disclosures

There were no related party transactions, other than those stated in note 6 above, for the year ended 31 March 2023 (2022: Nil).

There were no related party balances owed or owing for the year ended 31 March 2023 (2022: none).

If you would like to view a Word version of this report, or have other accessibility requirements, please contact hello@chartered.college or call 020 3433 7624.

THE CHARTERED COLLEGE OF TEACHING

England & Wales - Charity number 313608

Accounts

Chartered College of Teaching

Annual Report 2021/2022

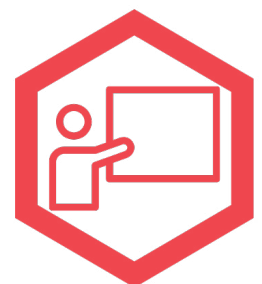


Registered number: RC000128

Charity number: 313608

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President's Report for the Year Ended 31 March 2022



As I enter my final year as President of the Chartered College of Teaching, I have reflected on the enormous amount of progress the charity has made over this period. The effects of the pandemic have meant that teachers need a strong and successful professional body more than ever before, and I have been encouraged and impressed by Dame Alison Peacock and the staff team in the way that they have responded to teachers' needs over the last year. I am grateful to them for their commitment to celebrating, supporting and connecting teachers.

The pandemic has continued to have a major impact on the wellbeing of teachers and the immense pressure they have been under. This issue has been, and remains, hugely important to us and it is therefore crucial that we continue to support teachers in the current context, as well as build sustainable wellbeing support for the longer term. We rapidly developed our dedicated 'COVID-19 and learning' online exchange, with a wealth of resources such as compact guides, online courses and research reviews. We published four reports in our 'Education in Times of Crisis' series, drawing on the best available international evidence and from the experiences and expertise of teachers around the world to understand how teaching and learning might best be approached during the pandemic. These were circulated to our members and policy makers – with our insights presented to the All Party Parliamentary Group for COVID – ensuring that we could maximise its impact and ensure the voices of teachers were heard.

This year has seen the Chartered College of Teaching make significant progress in improving our governance. Our members voted in favour of making changes to the Bye laws, which were approved by the Privy Council in July 2021. These changes will enable members to engage with the Chartered College of Teaching's governance more easily and ensure the Council can operate as efficiently as possible. For example, the changes included the introduction of a President-Elect position and changes to the cycle of Council elections, to improve succession planning for the organisation.

The charity continues to make excellent progress towards its long-term vision. With over 45,000 members reaching over 3.4 million pupils in the UK, our membership base continues to have a positive impact across the UK and further afield. The proportion of paying members has also increased significantly over the last 12 months. The chartered programmes have expanded and the introduction of the Certificate in Evidence-Informed Practice has enabled more teachers to engage with and benefit from developing their understanding of evidence-informed practice and gain recognition for their expertise.

As part of the Chartered College of Teaching's strategic planning we have ambitious growth plans. The Council made the decision in March 2021 to approve an in-year deficit budget for FY 2021/22 as part of a business plan focussing on investment for growth. This included investment in our sustainable forms of income such as specific roles in the membership, marketing and chartered programme teams, and operational investments in our member platform and moving our finance function in-house to improve the efficiency and effectiveness of these critical aspects of our operations. The Finance, Risk and Audit Committee and full Council have been closely monitoring these important investments over the year and I am pleased to report that the return on investment has been positive.

At the AGM in December the terms of office of some members of our Council came to an end. I would like to thank Professor Sam Twiselton OBE FCCT for her contributions as Vice President since 2018, Penny Barratt OBE FCCT for her contributions since 2016, as well as Dr Stephanie Burke MCCT and David Weston FCCT. I would also like to thank Vicki Medina FCCT, Rebecca Waker CTeach MCCT and Steve Waters FCCT for their contributions as Council members.

We also welcomed new Council members at the AGM who were elected by our members. I am delighted that Aimée Tinkler FCCT, who has been working with the Chartered College since 2016, was elected to be the Vice President (Policy Development and Advocacy), and that Steven Berryman CTeach FCCT, Dr Natasha Crellin FCCT, Wedyan Dannan MCCT, Alexandra Dean FCCT, Liz Gregory FCCT, Jackie Hill FCCT and Anna Steele MCCT were elected to the Council. I am looking forward to the expertise and commitment they will bring to the Council. As a result of extensive work completed this year, including the establishment of the Nominations Committee, a process to appoint a President-Elect was undertaken. In May 2022 Steven Berryman FCCT was appointed to the role. I am delighted to have both Steven and Aimée join the presidential team.

With my term as President coming to an end at the AGM in 2022, I have been reflecting on the impressive growth of the Chartered College over the past few years and the range of achievements and successes. Teachers work tirelessly to provide the best education for children and young people, and the Chartered College of Teaching will continue to work hard to celebrate, support and connect them in the year ahead.

Stephen Munday FCCT CBE

President



Chief Executive's Report for the Year Ended 31 March 2022



The past year has continued to be incredibly challenging for teachers in the UK and around the world. The pandemic and its impact on schools brought new pressures and challenges in supporting children and young people that have affected the teaching profession as a whole like never before. As the professional body for the teaching profession, we have continued to improve our support for members during the current environment in line with our mission 'to celebrate, support and connect teachers to deliver world-class teaching benefiting pupils and society'. I want to share my pride in the profession for how it has responded – and continues to respond.

The Chartered College of Teaching has been by the side of teachers throughout, supporting them to deliver excellent teaching and change lives. The Chartered College has ensured that the government and society hear members' expertise and insights in shaping policy. Our 'Education in Times of Crisis' series of reports have been instrumental in highlighting the pandemic's impact on teaching and teacher wellbeing and showcasing the great work carried out in schools across the UK. These issues of wellbeing and expertise have driven the Chartered College to speak out on behalf of and informed by our members. Whether it be the insights from our reports, the feedback at our events or the thousands of responses to our polls, members are informing the work of Chartered College.

The term of office of our President of the Chartered College of Teaching, Stephen Munday FCCT CBE, will come to an end this Autumn. He continues to exemplify strong leadership of the Council and true commitment to the Chartered College and our mission. He will be greatly missed by the Council but I am looking forward to his continued support of the Chartered College and will thank him fully in next year's annual report.

I am fortunate to work with a very talented and committed staff team who are dedicated to providing the best support to our members. Members have benefited from a wide range of opportunities, including events, networking, training, coaching and research resources, many of which are freely available. Our Early Career Hub has been hugely successful in supporting early career teachers. Our free online courses, articles, videos and webinars have been accessed by tens of thousands of teachers. We have also provided a range of wellbeing guidance. Teachers have worked tirelessly to support children and young people during the pandemic and we have done our utmost to support them. This has included a series of ongoing webinars and guidance and articles responding to the challenges of the pandemic, alongside our core membership activities.

Our support for members was recognised at the MemCom Awards in 2021, where the Chartered College of Teaching won Best Member Support During Covid-19 and Highly Commended for Best Magazine for a Membership Organisation (over 20k circulation).

This has been an important year for the Chartered College of Teaching with some significant internal projects and operational improvements. As we transition from dependency on grant funding to growing our sustainable income streams, we have invested in core operations, including membership, chartered programmes and finance. This investment has allowed us to accelerate the growth of paying membership and chartered pathways, which secures our sustainability. We have been implementing our people and culture strategy, including ways to continue to improve employee wellbeing and reviewing our

approach to employee professional learning. We are committed to furthering equality, diversity and inclusion across the Chartered College and the wider profession. Our diversity and accessibility strategy, developed by an internal working group with representation from across the organisation, has established goals and actions to ensure that Chartered College products, programmes, events and online content are more accessible, appealing and relevant to all. This has involved developing our vision for the teaching profession, establishing a shared language for this work, ensuring visual representation across our platforms and addressing issues relating to diversity, equity and inclusion in our publications. We are supported in this work by a group of Council and Chartered College members with expertise in diversity and inclusion across the education sector, who help to collate research and best practice and make recommendations to our Council.

I am very grateful to all of our funders and partners for their ongoing support of the Chartered College of Teaching. The Pears Foundation continues to be an important partner and supporter, committed to the Chartered College of Teaching's mission and vision. They provide generous core funding for the charity as well as professional learning opportunities for our team. The Paul Hamlyn Foundation has generously committed to support the long-term aims of the Chartered College of Teaching by providing backbone funding between 2021 and 2025, demonstrating a genuine commitment to the work of the Chartered College of Teaching. They have also funded an online course that enables colleagues to engage deeply with issues surrounding diversifying and decolonising the curriculum as well as an evaluation project into effective approaches to blended CPD. The Excellence in School Leadership Programme has been funded with the generous support of the Mercers' Charitable Foundation, which has enabled us to develop and launch the Chartered Teacher (Leader) pathway. Through the Charity of Sir Richard Whittington, we are also starting to develop a new programme for school leaders focused on leading diverse, inclusive schools.

We have been able to support more teachers in specific areas through funded projects, including:

- Wellcome Journal clubs – supporting science teachers to engage with research
- UNESCO Research – authoring a research report on developing teachers' skills to teach in multicultural, multilingual and digital classrooms
- Montessori – developing a new Early Childhood Hub to support early years professionals
- Bupa – to develop a certified course for teachers on supporting pupils' mental health and wellbeing
- STEM learning – to better understand teachers' views on how CPD is captured and what tools would be useful

Looking ahead to the coming year, we are focussed on continuing to grow membership and chartered pathways. When it comes to the future of teaching we are very clear – it must be shaped by teachers and their insights. Our members are the agents of change who have the best chance to eradicate inequality. That is why our convening role is so important to drive the profession forwards.

Regardless of what comes next for the profession, the Chartered College of Teaching will be there to support teachers, celebrate their achievements and connect the profession in the spirit of collegiality. I am excited about the key role our members and the Chartered College will play.

.....

Professor Dame Alison Peacock
Chief Executive

Report of the Trustees for the Year Ended 31 March 2022

The Council presents its report with the financial statements of the Chartered College of Teaching for the 12 months ended 31 March 2022. The comparative figures represent the transactions for the year ended 31 March 2021. The Council has adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.

Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated by our Royal Charter is 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment.)'

The Chartered College of Teaching has advanced these aims during 2021/22 through the strategic priorities and activities, as highlighted in the President's and Chief Executive Officer's report and further detailed below.

What we do

The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher. Its charitable objects are 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit'.

Vision and mission

The Chartered College of Teaching is the professional body for teachers. Its vision is that 'teachers are working in a research-informed way to provide the best possible education for children and young people'.

The Chartered College of Teaching's mission is 'celebrating, supporting and connecting teachers to provide world-class education benefiting pupils and society. Together we will raise the status of the teaching profession'.

In 2019 we developed our Theory of Change and 2030 goals. We use our Theory of Change to guide strategic choices and decisions to maximise our

“““

I support the Chartered College because they are doing fantastic work helping us become more research informed, something many teachers want to do but don't know where to start. Their journal *Impact* is amazing; they've got the balance just right between rigour and accessibility.

“““

Chartered Status has completely transformed my teaching practice. It has not only given me confidence to implement new teaching strategies but has provided me with a greater understanding of educational research.

effectiveness to create change. Our annual business planning process supports the charity to progress towards these goals with strategic priorities, clearly defined activities and measures to track progress. The final goals in our Theory of Change are as follows:

- Teaching is seen as a high-status profession, with policy based on research and teachers' input
- Recruitment and retention rates are no longer an issue
- Improved pupil outcomes for all children and young people.

Our activities

Membership

Members of the Chartered College are recognised for their professionalism and dedication to high-quality teaching with the post-nominals MCCT and fellowship recognises the outstanding contribution of experienced teachers and their ongoing support to the future development of teachers with the post-nominals FCCT.

Membership supports teachers from their initial training right through to leadership and beyond. Early career teachers benefit from the Early Career Hub and access to resources aligned to the Early Career Framework and Teachers' Standards. We produce termly issues of *Impact*, the peer-reviewed, award-winning journal supporting teachers to work with the latest research and knowledge of good practice, for our Members and Fellows. We provide all members with access to every single issue of *Impact* on MyCollege, which has over 1,400 articles, case studies and guides across three hubs, as well as footage of classroom practice, interviews and webinars on our Video Hub, to support teacher development. Our members also have access to one of the world's largest databases of education research journals, as well as research summaries, guides and reviews giving members overviews of the latest research to develop practice. Membership is also strengthening collegiality across the profession. With almost 270 webinar recordings and regular virtual events, members can share practice and discuss how research can support work in the classroom. Through Chartered College membership, teachers and leaders are provided with the space for ongoing debate and a platform for their voices to be heard by decision-makers through consultations on education policy.

Teacher accreditation

Chartered Teacher Status recognises the knowledge, skills and behaviours of highly accomplished teachers and school leaders, focusing on developing and recognising high-quality teaching and leadership practice.

We offer two pathways to Chartered Status:

1. Chartered Teacher Status – for practising teachers and middle leaders
2. Chartered Teacher (Leadership) Status – for school leaders with whole-school or cross-school responsibility.

We have developed the pathway towards Chartered Status to be self-paced, enabling teachers to complete assessment units around their schedules. The Chartered College of Teaching certifies each unit.

Teacher CPD

We offer a range of online CPD for teachers, including:

- a suite of Massive Open Online Courses (MOOCs) on FutureLearn, looking at education technology and research engagement
- a new programme of online learning around diversifying and decolonising the curriculum

“““

I mentor ECTs and PGCE students, and being able to pass on what I've learned to them has meant that the [Certificate in Evidence-Informed Practice] programme has had a wider impact than just my teaching.

“““

The Equity, Diversity and Inclusion group is committed to ensuring that the College is reflective of its membership and the profession at large.

- the Certificate in Evidence-Informed Practice, a certified short course ending with a robust assessment that provides participants with credits towards Chartered Status.

We have also begun development work on other online learning, including:

- a suite of practical resources for teachers about supporting pupils' mental health and wellbeing, supported by Bupa Foundation and the Association for Child and Adolescent Mental Health (ACAMH)
- a programme looking at leading diverse schools, including a module on refugee education, funded through the support of the Charity of Sir Richard Whittington.

Our print and online resources

We publish three issues of our peer-reviewed journal *Impact* each year, available in both print and as an online edition. We also published the second edition of *The Early Career Framework Handbook* to support early career teachers and their mentors.

In addition, the member-only platform, MyCollege, hosts a range of hubs for members:

Research Hub: Hosts summaries of academic and practitioner research as well as reports that Chartered College of Teaching members have contributed to.

Early Career Hub: A one-stop shop for trainee teachers, early career teachers, and those involved in supporting, coaching and mentoring those new to the profession.

Video Hub: Hosts short classroom practice videos filmed in a variety of settings, recorded interviews with a range of teachers, leaders and educators and webinar recordings.

Early Childhood Hub: A new hub for 2022, hosting content by and for Early Years practitioners, with a focus on the pedagogy and practice of early childhood education.

Equality, diversity and inclusion

We are committed to furthering equality, diversity and inclusion across the Chartered College and the wider profession. Our diversity and accessibility strategy, developed by an internal working group with representation from across the organisation, has established goals and actions to ensure that Chartered College products, programmes, events and online content are more accessible, appealing and relevant to all.

This has involved developing our vision for the teaching profession, establishing a shared language for this work, ensuring visual representation across our platforms and addressing issues relating to diversity, equity and inclusion in our publications. We are supported in this work by a group of Council and Chartered College members with expertise in diversity and inclusion across the education sector, who help to collate research and best practice and make recommendations to our Council.

Achievements and performance

The Chartered College of Teaching made great progress in 2021/22, in particular during the context of the challenging external environment of the global pandemic. For the period 1 April 2021 to 31 March 2022 the Chartered College of Teaching had five strategic priorities. The section below highlights some of the key achievements within each strategic priority.

Attract, convert and retain members

Our return on investment analysis shows that much progress has been made in membership. Membership of paying grades grew by 14.5% with a 19% net growth in full membership. We also saw strong growth in our group membership of 17%, where trusts are increasingly seeing the value of enabling all of their staff to belong to and engage with the Chartered College.

95% of our Fellow members were retained and we continue to work on improving full member retention. Changes to student registration requiring payment details reduced the amount of new student members joining. However, that change resulted in a much higher conversion rate into Early Career Teacher (ECT) membership. We also exceeded our target for ECT to full membership conversion and we continue to improve our operational processes to maximise conversion and retention.

Member satisfaction is high, with a net promoter score of +65 deemed as 'very good' and just +5 away from 'excellent'. Event delegate satisfaction was similarly high with an average satisfaction rating of 8.5 out of 10. With ongoing incremental developments underway to make conversion, retention and satisfaction even better our focus remains attracting new members, with those entering the profession a priority.

We continued to engage with partners and stakeholders to advance our vision, with 60% of the Teaching School Hubs in dialogue on group membership and/or Learning Partner opportunities. We have also worked on guidance for Teaching School Hubs to aid their CPD proposals for 2022/23 and 45 organisations registered as Learning Partners to support Chartered Status candidates.

Be recognised as the professional body for teaching and influence the development and direction of the profession

Over the past 12 months, we have continued to add to our existing suite of teacher CPD, which already included a suite of MOOCs on FutureLearn, with over 23,000 people having enrolled on our online CPD courses. With funding support from the Paul Hamlyn Foundation we launched an online course that enables colleagues to engage deeply with issues surrounding diversifying and decolonising the curriculum. This online series is typical of a move towards providing detailed resources and associated reading for the sustained professional learning of our members. We are also working with Bupa Foundation and ACAMH to develop a suite of practical resources for teachers about supporting pupils' mental health and wellbeing. We are keen to help colleagues build confidence in supporting children and young people with issues such as anxiety, sleep deprivation and eating disorders. Supporting teachers to engage with research remains a major part of the Chartered College of Teaching's activity. In addition to resources supporting teachers we have this year completed pilot programmes focused on supporting teachers to engage with research. We have carried out a pilot of online teacher journal clubs for science teachers, funded by the Wellcome Trust. Participants and facilitators undertook training in research methods as well as in the principles of journal clubs, before participating in a series of online meetings where they read and critiqued journal articles before considering implications for practice.

We published three issues of the Chartered College's MemCom award-winning, termly peer-reviewed journal, *Impact*. As a valuable resource, it has given members access to evidence which continues to enable them to make the best decisions for their teaching and pupils' learning. Over the past year we have redeveloped our online resource site for members, My College. The new site now brings together all of our content, research and publications in a series of 'hubs'. These include our popular Early Career Hub, an indispensable online resource packed with articles, interactive content and high-quality classroom footage, created by teachers and academics, and aligned to the Early Career Framework and Teachers' Standards. We have also launched a new Early



Childhood Hub, working closely with the Montessori Institute, the Froebel Institute and a range of Early Years experts including DfE and Ofsted. This will ensure that we are able to offer a resource bank of articles, video material and professional learning links for colleagues working with children from 0-7 years. A new edition of *The Early Career Framework Handbook* was published in April, a crucial tool bringing together teachers and researchers to provide expert guidance and the best available research to support early career teacher development.

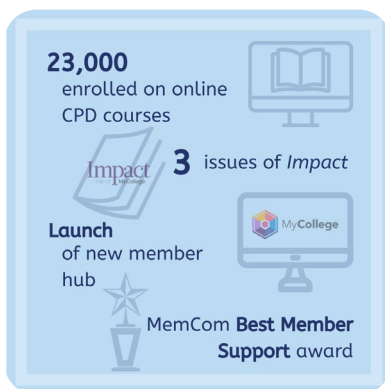
We built on our 'Education in times of Crisis' series of reports with the launch of the free 'Future of Teaching' book highlighting the expertise of teachers and their importance in shaping future policy. The book has been downloaded over 3,000 times with support from Tes and a launch event in partnership with the Foundation for Education Development attended by high-profile stakeholders and the Schools' Minister, Robin Walker. The insights that we have gathered and the reports we have published have been presented to the government and the All Party Parliamentary Group for COVID. Our work to highlight the impact of the pandemic on the profession, the support we have provided throughout and our work to shape the future of the profession saw the Chartered College receive the MemCom award for Best Member Support During COVID-19.

Accreditation programmes and projects contribute to our sustainability

Our chartered programmes have been a tremendous success over the past year, building on the foundations and learning since their launch. The successful pilot and launch of the Certificate in Evidence-Informed Practice, which offers a route into Chartered Status, has far exceeded our own ambitious recruitment targets. We have also piloted our Excellence in School Leadership Programme, which enables school leaders to achieve Chartered Teacher (Leadership) Status and have recently completed our pilot of working with others to deliver the Chartered Teacher Programme, with eight providers across the country supporting teachers in their region to achieve Chartered Status. We have drawn on learning from these pilots, and from our wider work supporting teachers throughout COVID-19, to further develop our approach. From January 2022, we now offer a more flexible, self-paced pathway to Chartered Status, enabling teachers and school leaders to gain credits for Chartered Status through the completion of four online assessment units, which include our Certificate in Evidence-Informed Practice. Once registering to undertake Chartered Status, candidates have up to three years to complete all assessment units and may do so independently or with support from one of our registered Learning Partners. This will allow a much larger number of teachers to begin working towards Chartered Status, making it more accessible whilst retaining rigour and quality. We have already had over 40 Learning Partners sign up to support teachers in working towards Chartered Status, and in 2022/23 plan to begin developing a means for Learning Partners who offer the highest quality learning experiences to become accredited.

Grow additional revenue streams and operate within budget

The Council approved a budget focussing on 'investment for growth'; using agreed reserves to invest in specific areas to lead to more rapid growth and to improve the effectiveness and efficiency of our operations. Investment was made to grow membership (including the member platform) and chartered pathways, and in the finance function. The combined income from membership and chartered pathways represented 55% of all income in 2020/21, and this grew to over 70% in 2021/22. The Council and Finance, Risk and Audit Committee monitored performance against budget closely throughout the year and the end of year accounts are in line with the approved budget.



Develop and implement a people and culture strategy to demonstrate our values

We commenced the delivery of a coherent people and culture strategy focussing on three stands in 2021/22: wellbeing, professional learning and recruitment, retention and reward. We signed the Mindful Employer charter and are now recognised as 'Disability Confident Committed', working towards Disability Confident Employer status. Regular sessions took place for the team, including on mental health awareness and suicide prevention. A set of guidance and guidelines was produced for the team including on topics such as pregnancy loss, menopause and neurodiversity. The professional learning process was revisited and improved. A thorough external benchmarking exercise took place to ensure that our employees are being remunerated fairly for their roles.

Financial review

2021/22 2021/22 was a significant year in the financial transition plan away from DfE funding (which ended in March 2020). The Council approved an in-year deficit budget for 2021/22 as part of an agreed investment for growth strategy. Some reserves were used to invest in membership, chartered pathways, operations and finance and the membership platform, to enable more rapid growth in sustainable income streams in future years. The Finance, Risk and Audit Committee was satisfied with the return on investment report provided at the end of the financial year.

Income

Income from membership continues to be the largest source of income, generating £1.1m and 56% of total income in 2021/22 compared with 51% in 2020/21. The introduction and success of the Certificate in evidence-informed practice exceeded budget expectations and generated an income of £101,500, and total income from all Chartered pathways made up 21% of total income in 2021/22 (at £411,103), up from 4% the previous year. Income from grants and projects have enabled us to continue to increase our impact on teachers and improve our products and services, as well as enabling us to improve our operations, develop our systems and invest in our people. Donation, grant and project income as a proportion of all income decreased from 43% in 2020/21 to 21% in 2021/22, which was in line with the financial transition plan as income from membership and Chartered programmes continue to grow.

Expenditure

The Chartered College of Teaching had £2,108,183 expenditure in 2021/22, lower than the approved in-year deficit budget of £2,218,365. 17% of unrestricted expenditure (excluding staff costs) was spent on membership costs, 13% on the cost of Chartered pathways and 28% on the journal.

Reserves policy

Our unrestricted reserves are the net current assets of our general unrestricted funds. The charity holds unrestricted reserves to provide working capital to finance day-to-day operations, provide a safeguard against the risks of unforeseen liabilities and expenditure and provide a safeguard against unforeseen shortfalls in income.

The Finance, Risk and Audit Committee and Council continued to monitor the reserves policy in 2021/22 to ensure that the Chartered College's work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. The Council have approved a range for unrestricted reserves of between £400,000 and £1m. The impact of the pandemic has not resulted in the need to either

rely on brought forward reserves, nor to revise the unrestricted reserves target. As at 31 March 2022, total unrestricted reserves were £487,880. The Chartered College did not hold any investments in financial instruments during the financial year, including those with a social investment focus.

Risk management

The Chartered College of Teaching places high importance on the effective management of risk so that it can achieve its vision and aims. The Council has overall responsibility for risk management and the Finance, Risk and Audit Committee has the delegated authority to review the risk management systems and make appropriate recommendations to the Council. The Finance, Risk and Audit Committee formally reviews risks four times a year. The Chartered College of Teaching manages risks in line with its risk management policy. All identified key organisational risks are collated on a risk register which sets out the risks, assesses their likelihood and impact, tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising. The Executive Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. All employees should be able to identify, mitigate and manage key risks within their areas and communicate and escalate these as appropriate. This ensures that responsibility for risk is distributed across, and embedded in, the operations of the charity.

There was no serious incident to report as per the requirements under the Charities Act 2011. The Chartered College of Teaching has a robust risk management framework that is strategically reviewed by the Executive on behalf of Council and is operationally managed by the Chief Operating Officer. During the year, the following major categories of risk were identified:

- Membership risks focusing on new membership, student teacher member conversions and activations of group memberships were also significant. These were managed by improved account management, a marketing and membership growth strategy and a student teacher engagement strategy.
- The risk of key staff being unavailable for work or leaving the organisation. An improved business continuity plan, the delivery of the people and culture strategy and a timeline for implementing an improved succession planning system enabled this risk to be reduced during the year.
- COVID-19 related risks, including members' time to engage with our products and services due to potential school lockdowns and teacher absences. Mitigating actions comprised the development of new products and services to support members during the pandemic, including the Certificate in Evidence-Informed Practice.
- Financial and reputational risks related to the growth and model of the Chartered Teacher Programme. This risk was reduced during the year due to the robust quality assurance, high level of participant satisfaction and higher than budgeted income.

Going concern

The charity's activities, financial performance and liquidity position are reviewed annually by the Council as part of a full business planning process and thereafter considered on a regular basis by the Finance, Risk and Audit Committee to ensure the business plan and budget accurately reflect the position of the charity. The Finance, Risk and Audit Committee pay particular attention to income and expenditure relating to membership, chartered pathways and grants and projects, as well as expenditure relating to the journal and staff, as these represent the most significant items of income and expenditure. The Finance, Risk and Audit Committee considers a range of income scenarios and

based on these scenarios the Council is satisfied that the charity has adequate resources to operate for the foreseeable future and considers it appropriate for the organisation to adopt a going concern basis in preparing its financial statements.

Plans for 2022/23

For 2022/23 we have identified four strategic priorities for the Chartered College to move us closer to our vision:

- 1. Recruit and retain members**
- 2. Be recognised as the professional body for teaching and influence the development and direction of the profession**
- 3. Continue to grow income from funding and accreditations, and operate within budget**
- 4. Continue to implement the people and culture strategy.**

Within each strategic priority we have identified specific goals that we will focus on in 2022/23.

1. Recruit and retain members

- Membership continues to grow
- Chartered Status candidate numbers accelerate with a focus on the self-paced route
- MyCollege provides a coherent, accessible and personalised offer for members.

2. Be recognised as the professional body for teaching and influence the development and direction of the profession

- A growing suite of Chartered College accreditations recognise and promote high standards across the education sector
- Policy and thought leadership is on-point, relevant and speaks to the challenges of the profession
- New governance structure continues to improve governance and ensure that the charity uses its resources most effectively to achieve its goals.

3. Continue to grow income from funding and accreditations, and operate within budget

- Revenue increases and is accurately modelled across accreditation and projects
- Continued strong financial management in place to further improve cost control and return on investments.

4. Continue to implement the people and culture strategy

- Employees are committed to their own and each other's professional learning which supports effective management of their work and that of the charity
- All employees undertake a structured learning programme around diversity and accessibility.

COVID-19

The ongoing COVID-19 pandemic did not have a significant financial impact on the charity in the 2020/21 financial year. This is not expected to change in the future. The global pandemic led to significant changes for schools, teachers and pupils. When planning for 2021/22 we considered the support teachers were likely to need in these challenging times:

We published the final report in our 'Education in Times of Crisis' series based on views from over 400 members relating to effective approaches to distance learning. We continued to support teachers through the challenges brought about by partial school closures and the after effects; this support was recognised within the membership sector, seeing us win the award for Best Member Support During COVID-19 at the 2021 MemCom awards ceremony.

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by Supplemental Charters of 15 May 1998 and 18 July 2017).

Address

Pears Pavilion
Coram Campus
41 Brunswick Square
London
WC1N 1AZ

Telephone: 020 3433 7624

E-mail: hello@chartered.college

Website: www.chartered.college

Bankers

Metro Bank PLC

One Southampton Row
London
WC1B 5HA

Registered number

RC000128

Registered charity number

313608

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011,

Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 22nd September 2022 and signed on its behalf by:

.....
S C Munday FCCT CBE - Trustee

.....
M Richards FCCT - Trustee

Report of the Independent Auditors to the Trustees of the Chartered College of Teaching

Opinion

We have audited the financial statements of Chartered College of Teaching (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities even though the audit has been properly planned and performed in accordance with the ISAs (UK). The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of how the company is complying with these frameworks through discussions with management.
- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.

- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the industry in which the company operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Hopper Williams & Bell Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....

Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandler's Ford
Eastleigh
Hampshire
SO53 4AR

Date:

Statement of Financial Activities for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	101,233	175,637	276,870	872,448
Charitable activities	3				
Membership		1,101,773	-	1,101,773	1,014,794
CTEACH		97,944	-	97,944	80,486
Journal		23,550	-	23,550	21,938
Projects and Collaborations		127,054	8,000	135,284	-
General		26,557	-	26,557	13,557
CLEADER		197,054	-	197,054	-
Other Learning Programmes		101,500	-	101,500	4,690
Chartered Status Programmes		14,605	-	41,605	-
Total		1,791,500	183,637	1,975,137	2,007,913
EXPENDITURE ON					
Charitable activities	4				
Membership		103,989	-	103,989	110,997
CTEACH		20,394	-	20,394	20,041
Journal		168,534	-	168,534	203,736
Projects and Collaborations		73,835	-	73,835	-
General		1,626,404	-	1,626,404	1,223,111
Specific restricted grants		-	57,784	57,784	367,863
CLEADER		31,733	-	31,733	93,572
Other Learning Programmes		24,468	-	24,468	2,592
Teach Together		-	-	-	16,846
Research		600	-	600	-
Certificate in Evidence-Informed Practice		440	-	440	-
Total		2,050,397	57,784	2,108,181	2,038,758
NET INCOME/(EXPENDITURE)		(258,897)	125,853	(133,044)	(30,845)
Transfers between funds	14	26,206	(26,206)	-	-
Net movement in funds		(232,691)	99,647	(133,044)	(30,845)
RECONCILIATION OF FUNDS					
Total funds brought forward		720,571	5,376	725,947	756,792
TOTAL FUNDS CARRIED FORWARD		487,880	105,023	592,903	725,947

Balance Sheet 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	9	38,572	-	38,572	46,435
Tangible assets	10	6,692	-	6,692	8,063
		45,264	-	45,264	54,498
CURRENT ASSETS					
Debtors	11	253,920	-	253,920	278,357
Cash at bank		833,615	105,023	938,638	1,181,070
		1,087,535	105,023	1,192,558	1,459,427
CREDITORS					
Amounts falling due within one year	12	(644,919)	-	(644,919)	(787,978)
NET CURRENT ASSETS					
		442,616	105,023	547,639	671,449
TOTAL ASSETS LESS CURRENT LIABILITIES					
		487,880	105,023	592,903	725,947
NET ASSETS					
		487,880	105,023	592,903	725,947
FUNDS					
Unrestricted funds	14			487,880	720,571
Restricted funds				105,023	5,379
TOTAL FUNDS					
				592,903	725,947

The financial statements were approved by the Board of Trustees and authorised for issue on 22nd September 2022 and were signed on its behalf by:

.....
S C Munday FCCT CBE - Trustee

.....
M Richards FCCT - Trustee

Cash Flow Statement for the Year Ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	(239,463)	176,118
Net cash (used in)/provided by operating activities		(239,463)	176,118
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,969)	(3,527)
Net cash used in investing activities		(2,969)	(3,527)
Change in cash and cash equivalents in the reporting period		(242,432)	172,591
Cash and cash equivalents at the beginning of the reporting period		1,181,070	1,008,479
Cash and cash equivalents at the end of the reporting period		938,638	1,181,070

Notes to the Cash Flow Statement for the Year Ended 31 March 2022

1. Reconciliation of net expenditure to net cash flow from operating activities

	2022 £	2021 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(133,044)	(30,845)
Adjustments for:		
Depreciation charges	12,203	11,969
Decrease in debtors	24,437	248,044
Decrease in creditors	(143,059)	(53,050)
Net cash (used in)/provided by operations	(239,463)	176,118

2. Analysis of changes in net funds

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash	1,181,070	(242,432)	938,638
Cash at bank	1,181,070	(242,432)	938,638
Total	181,070	(242,432)	938,638

Notes to the Financial Statements for the Year Ended 31 March 2022

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. 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.

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

Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

Intangible assets and amortisation

Intangible assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

MyCollege Platform - 12.5% straight line

Tangible fixed assets

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

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office equipment - 20% straight line

Taxation

The charity is exempt from 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.

Debtors

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

Liabilities and provisions

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

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

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

Pensions

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018. This scheme was closed to new entrants from 31 December 2021.

The charity operates a NEST defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to profit or loss in the period to which they relate.

2. Donations and legacies

	2022	2021
	£	£
Donations	53,359	97,470
Grants	223,511	774,978
	276,870	872,448

3. Income from charitable activities

	2022 £	2021 £
Activity		
Membership	1,101,773	1,014,794
CTEACH	97,944	80,486
Journal	23,550	21,938
Projects and Collaborations	135,284	-
General	26,557	13,557
CLEADER	197,054	-
Other Learning Programmes	101,500	4,690
Chartered Status Programmes	14,605	-
	1,698,267	1,135,465

4. Charitable activities costs

	Direct Costs £
Membership	103,989
CTEACH	20,394
Journal	168,534
Projects and Collaborations	73,835
General	1,626,405
Specific restricted grants	57,783
CLEADER	31,733
Other Learning Programmes	24,468
Research	600
Certificate in Evidence-Informed Practice	440
	2,108,181

5. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

During the year ended 31 March 2022, expenses totalling £525 were reimbursed or paid directly to 6 Charity Trustees (2021: £36 to 1 Charity Trustee).

6. Staff costs

	2022	2021
	£	£
Wages and salaries	1,225,551	1,134,201
Social security costs	135,361	121,702
Contribution to pension schemes	101,549	99,085
	<u>1,462,461</u>	<u>1,354,988</u>

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

	2022	2021
In the band £60,001-£70,000	1	-
In the band £70,001-£80,000	-	1
In the band £80,001-£90,000	1	1
In the band £90,001-£100,000	-	-
In the band £140,001-£150,000	1	1

The total key management personnel remuneration benefits for the year was £448,558 (2021: £450,608)
The average number of persons employed by the charity during the year was as follows:

2022	2021
29	29

7. Comparatives for the statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	134,970	737,478	872,448
Charitable activities			
Membership	1,014,794	-	1,014,794
CTEACH	80,486	-	80,486
Journal	21,938	-	21,938
General	13,557	-	13,557
Other Learning Programmes	4,690	-	4,690
Total	1,270,435	737,478	2,007,913

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON Charitable activities			
Membership	45,926	65,071	110,997
Journal	-	203,736	203,736
General	889,661	333,450	1,223,111
Specific restricted grants	163,693	204,170	367,863
CLEADER	24,733	68,839	93,572
Other Learning Programmes	2,592	-	2,592
Teach Together	-	16,846	16,846
Other	-	-	-
Total	1,127,928	910,830	2,038,758
NET INCOME/(EXPENDITURE)	142,507	(173,352)	(30,845)
Transfers between funds	(42,333)	42,333	-
Net movement in funds	100,174	(131,019)	(30,845)
RECONCILIATION OF FUNDS			
Total funds brought forward	620,397	136,395	756,792
TOTAL FUNDS CARRIED FORWARD	720,571	5,376	725,947

8. Governance costs

	2022 £	2021 £
Auditors remuneration	11,300	5,400
Council elections	6,640	5,820
Annual general meeting	-	356
Other	165	-
Royal Charter direct costs	4,920	-
Travel and hospitality	396	418
	23,521	11,994

9. Intangible fixed assets

	Computer software £
COST	
At 1 April 2021 and 31 March 2022	62,900
AMORTISATION	
At 1 April 2021	16,465
Charge for year	7,863
At 31 March 2022	24,328
NET BOOK VALUE	
At 31 March 2022	38,572
At 31 March 2021	46,435

10. Tangible fixed assets

	Computer equipment £
COST	
At 1 April 2021	35,038
Additions	2,969
At 31 March 2022	38,007
DEPRECIATION	
At 1 April 2021	26,975
Charge for year	4,340
At 31 March 2022	31,315
NET BOOK VALUE	
At 31 March 2022	6,692
At 31 March 2021	8,063

11. Debtors: Amounts falling due within one year

	2022 £	2021 £
Trade debtors	211,999	204,185
Other debtors	2,139	3,177
VAT	15,014	-
Prepayments and accrued income	24,768	70,995
	253,920	278,357

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	30,782	95,291
Taxation and social security	-	16,266
Other creditors	614,137	676,421
	644,919	787,978

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.

13. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	25,668	25,668

14. Movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	715,427	(258,897)	26,206	482,736
Designated fund	5,144	-	-	5,144
	720,571	(258,897)	26,206	487,880
Restricted funds				
Charity of Sir Richard Whittington	-	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	1,359	-
Wellcome Journal Club	5,376	22,189	(27,565)	-
Early Childhood Hub	-	5,773	-	5,773
BUPA Foundation	-	19,250	-	19,250
	5,376	125,853	(26,206)	105,023
Total funds	725,947	(133,044)	-	592,903

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,791,500	(2,050,397)	(258,897)
Restricted funds			
Charity of Sir Richard Whittington	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	(1,359)
Wellcome Journal Club	43,655	(21,466)	22,189
EdTech Demonstrator	8,000	(8,000)	-
Early Childhood Hub	13,482	(7,709)	5,773
BUPA Foundation	20,000	(750)	19,250
Paul Hamlyn - decolonising & diversifying the curriculum	18,500	(18,500)	-
	183,687	(57,784)	125,853
Total funds	1,975,137	(2,108,181)	(133,044)

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	615,253	142,507	(42,333)	715,427
Designated fund	5,144	-	-	5,144
	620,397	142,507	(42,333)	720,571
Restricted funds				
Paul Hamlyn Foundation	10,000	(10,000)	-	-
Helen Hamlyn Foundation	5,000	(5,000)	-	-
Mercers Charitable Foundation	1,131	(36,955)	35,824	-
EEF Early Career Teachers	109,705	(109,705)	-	-
Education Development Trust Early Years	2,360	(2,360)	-	-
Wellcome Journal Club	750	4,626	-	5,376
Nord Anglia	7,449	(6,670)	(779)	-
Big Change	-	201	(201)	-
Early Career Hub	-	(4,223)	4,223	-
Helen Hamlyn (Winter 2021)	-	(4)	4	-
NASBTT Video Production	-	(3,262)	3,262	-
	136,395	(173,352)	42,333	5,376
Total funds	756,792	(30,845)	-	725,947

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,270,435	(1,127,928)	142,507
Restricted funds			
Paul Hamlyn Foundation	-	(10,000)	(10,000)
Helen Hamlyn Foundation	-	(5,000)	(5,000)
Mercers Charitable Foundation	85,570	(122,525)	(36,955)
EEF Early Career Teachers	97,000	(206,705)	(109,705)
Education Development Trust Early Years	12,500	(14,860)	(2,360)
Wellcome Journal Club	43,045	(38,419)	4,626
Nord Anglia	-	(6,670)	(6,670)
Big Change	95,000	(94,799)	201
Early Career Hub	5,000	(9,223)	(4,223)
EdTech Demonstrator	3,500	(3,500)	-
Helen Hamlyn (Winter 2021)	10,000	(10,004)	(4)
Pears Foundation	94,000	(94,000)	-
Teach Together	40,000	(40,000)	-
TLIF Accelerate	15,000	(15,000)	-
NASBTT Video Production	10,958	(14,220)	(3,262)
Wellcome CPDQA	225,905	(225,905)	-
	737,478	(910,830)	(173,352)
Total funds	2,007,913	(2,038,758)	(30,845)

Designated Funds

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Trust thinks fit

Paul Hamlyn Foundation

Building capacity to support expansion of Chartered Teacher provision including development of financial model and building capacity across England for up to ten providers to bid to lead CTeach training regionally

Helen Hamlyn Foundation

Growing paying membership and engaging with members

Mercers' Charitable Foundation

Designing and piloting of a Chartered Teacher programme for school leaders

EEF Early Career Teachers

Providing an online-only model of support for early-career teachers and their mentors, training mentors in instructional coaching practice and the content of the Early Career Framework

Education Development Trust Early Years

Development of a training module for practitioners and membership of the Chartered College of Teaching

Wellcome Journal Club

Testing how journal clubs can be adapted from healthcare for education through establishing ten Science Teacher Journal Clubs

EdTech Demonstrator

Provision of comms and dissemination support to LGFL and the Education Foundation in their delivery of the DfE's edtech demonstrator project

NASBTT Video Production

Production of 50 videos - 10 delivered at year end

Early Childhood Hub

Collaborate on high-quality Early Years practitioner support, specialist training and professional development resources to support the educational professional community, in both written form and video

BUPA Foundation

The project consists of the planning, delivery and certification of ten online learning sessions for teachers, focused on key topics around supporting pupils' mental health, and aligned to the new statutory RSHE curriculum:

- Anxiety and depression
- Screen time
- Sleep
- Bullying and loneliness
- Eating disorders
- Self harm
- Trauma
- Addiction
- Social media / online usage
- Bereavement and loss

Paul Hamlyn Foundation – decolonising & diversifying the curriculum

Develop a series of 6 bitesize online learning modules to support teachers with decolonising and diversifying the curriculum, including interactive resources, written content and videos

Charity of Sir Richard Whittington – leading diverse schools

Design, development and evaluation of a series of online learning modules covering the principles for leading a diverse, inclusive school

15. Employee benefit obligations

The charity's employees belong to two pension schemes. The charity's primary pension scheme is NEST, a multiple-employer defined benefit scheme. One of the charity's employees also belongs to the Teachers' Pension Scheme for England and Wales (TPS), a multiple-employer benefit scheme. The last actuarial valuation of the TPS related to the period 31 March 2016.

Contributions amounting to £nil were payable to the schemes at 31 March 2022 (2021: £1,137) and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated costs of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £10,400 (2021: £25,181).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FR102, The TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The final contribution for an employee to the Teachers' Pension Scheme was made in December 2021. There are no current employees in the scheme and the scheme is closed to new entrants.

16. Related party disclosures

There were no related party transactions, other than those stated in note 6 above, for the year ended 31 March 2022 (2021: donations totalling £34,924 were received from C.O.T Start-Up Company Limited).

There were no related party balances owed or owing for the year ended 31 March 2022 (2021: none).

If you would like to view a Word version of this report, or have other accessibility requirements, please contact hello@chartered.college or call 020 3433 7624.

THE CHARTERED COLLEGE OF TEACHING

England & Wales - Charity number 313608

Accounts

CHARTERED
COLLEGE OF
TEACHING



Charity Trustees' Report and Financial Statements

For the year ended 31 March 2021

Registered number: RC000128
Charity number: 313608

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President's Report for the Year 1 April 2020 to 31 March 2021

Entering my third year as President of the Chartered College of Teaching, the professional body for teachers, I continue to feel honoured to lead the Council and incredibly proud of the work that the charity has done to support teachers during this hugely challenging year.

We have been working hard to celebrate, support and connect teachers, who have truly been exceptional in this period of global uncertainty. Teachers were at the front line of the COVID-19 response – continuing to support pupils despite partial school closures and enabling other key workers to carry out their roles. Our members have worked tirelessly to support children and young people during this period.

As members of their professional body our teachers have benefited from access to a wealth of research, resources and insight, much of which has been developed in the context of the COVID-19. The launch of The Education Exchange (a site where teachers and other educators globally can share their views and experiences and discuss key issues in education), Teach Together (a teacher wellbeing text message support service) and a busy programme of online webinars and events were all designed to support teachers and members during the pandemic, in addition to timely issues of our award-winning journal, *Impact*, and our Chartered Teacher Programme. The Chartered College focused on bringing the profession together and giving teachers a platform for their voices to be heard and their expertise to be respected. We were fortunate to have heard from a huge number of our members at our various webinars, sharing their insights for the benefit of colleagues across the country. The *Education in Times of Crisis* reports published by the Chartered College throughout the year have been shaped by member experiences and have been invaluable to the profession in navigating through the pandemic and looking towards the future. The organisation has also stepped up to advocate on behalf of members and the profession as a whole in the face of government guidance that has kept changing and arriving at the last minute. I know that so many teachers have appreciated the voice of the Chartered College of Teaching over the last year.

The charity has made great strides in working towards its long-term vision. We continue to maintain our full commitment to ensuring effective financial management and stewardship of the Charity's resources. The organisation has grown to over 40,000 members, which is an extraordinary achievement in just over four years. Members of the Chartered College of Teaching are now reaching over three million pupils in the UK. I am delighted that all categories of membership, including individual and group members, have decided to join and renew membership this year. We have also seen our Chartered Teacher Programme go from strength to strength, with pilots of a regional provider-based model and a leadership route to Chartered Status (funded by the Mercers' Charitable Foundation), as well as the successful completion of a project to pilot a CPD Quality Assurance process, funded by Wellcome.

It was with great sadness that we mourned the passing of our patron, His Royal Highness, the Duke of Edinburgh K.G., K.T. in April 2021. The Chartered College was fortunate to have had a patron so keen to celebrate the work of our teachers and deeply valued their work to change lives every single day.

I continue to be thankful to the Chief Executive Officer, Professor Dame Alison Peacock, and the entire staff team, for their continued commitment, professionalism and dedication, which has led to so many significant achievements in this period.

A handwritten signature in black ink that reads "S. Munday".

Stephen Munday FCCT
President



Chief Executive's Report for the Year 1 April 2020 to 31 March 2021

Over the last year, COVID-19 placed unprecedented levels of pressure and uncertainty upon teachers. While dealing with the anxieties and fears everyone experienced, teachers have also been supporting children, colleagues and their local communities. In light of these challenges facing the education sector and our members during the pandemic, the Chartered College of Teaching quickly adapted to support our members and the changing needs of the profession, from articles to webinars and research.

We launched a suite of resources to support remote learning, set up a free wellbeing text service – Teach Together – for any educational professional who subscribed, published research reports on distance learning and the impact on teaching, launched the Early Career Hub for students, NQTs and mentors, and ran a range of online events to support teachers. We have also placed teachers at the heart of the conversation looking towards the future of teaching with the launch of our global platform – The Education Exchange. Throughout, the Chartered College has offered a different, non-partisan voice for teachers. We are not frightened of speaking truth to power and have spoken up on the injustice of examinations and the unacceptable delays which have prevented teachers from knowing what is going on. All of this has been driven by the views of teachers.

Membership growth and retention has remained strong this year despite pressures on the teaching community. As well as redesigning the Chartered Teacher Programme to be delivered fully online, we opened applications for our Excellence in School Leadership programme as well as our new Certificate in Evidence-Informed Practice. Three funded projects completed this financial year; Accelerate, the ECF pilot (funded by the Education Endowment Foundation) and CPDA QA (funded by the Wellcome Trust), and the Journal Clubs project (also funded by the Wellcome Trust) continues to progress well. Four issues of *Impact* were published, including a whole-school special issue kindly funded by the Pears Foundation, new functions were added to MyPD and we launched our research MOOC. Our online programme of events, including regular webinars, have enabled our members to engage with their professional learning remotely. We understand the critical importance of ensuring effective financial management of the Charity's resources, and continue to make ongoing improvements to our operations, governance and finance systems and processes.

In my many online interactions with members, I have continued to be impressed by their dedication and commitment to the children and young people they teach. They have told me of the positive impact that the Chartered College of Teaching is having on celebrating, supporting and connecting teachers, particularly during this challenging time. Teachers need to be recognised for their knowledge and expertise in making a difference to the lives of young people, and the Chartered College of Teaching has been focusing on doing just that over the past year. Teachers have told me that our research, including *Impact*, *The Early Career Framework Handbook* and our *Education in Times of Crisis* series, has supported them to develop their expertise and knowledge of effective practice, and that membership of the Chartered College of Teaching is empowering them with the confidence to make the best decisions for their pupils.

I am very grateful to all of our funders and partners for their continued support of the Chartered College of Teaching. Pears Foundation continue to be an important partner and supporter, committed to the Chartered College of Teaching's mission and vision. They supported and funded the special issue of *Impact* on youth social action and character education (together with the #iwill Fund) and the Teach Together text message project, as well as providing generous core funding and professional learning opportunities for our team.

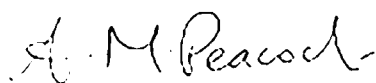
We have gratefully received funding support from the Paul Hamlyn Foundation and Nord Anglia Education, who remain hugely supportive of the Chartered College of Teaching, which has enabled us to improve our member offer during this challenging environment.

The Excellence in School Leadership programme has been funded with the support of the Mercers' Charitable Foundation. This has enabled us to develop a Chartered Teacher (Leader) pilot, which I am confident will have a hugely positive impact on school leadership when it is launched. A project funded by the EEF enabled us to support more Early Career Teachers, as did funding from Sheffield Hallam Institute of Education for the Early Career Hub. The Teach Together text message project supported teacher wellbeing was funded by the Helen Hamlyn Trust, Ian Armitage and Joanna Cunningham (Hoare Trustees) and Pears Foundation. We have also delivered contracts with the Wellcome Trust to deliver CPD QA and Journal Clubs projects.

In the year ahead we are focused on our Chartered Teacher Status, including our Excellence in School Leadership programme as well as our new Certificate in Evidence-Informed Practice, continuing to support our existing members and reaching more members. We are committed to five strategic priorities in 2021/22:

- **Attract, convert and retain members.**
- **Be recognised as the professional body for teaching and influence the development and direction of the profession.**
- **Accreditation programmes and projects contribute to our sustainability.**
- **Grow additional revenue streams and operate within budget.**
- **Develop and implement a people and culture strategy to demonstrate our values as a team and to our members.**

This is not a year that anyone anticipated. But it has been a year that has shown unquestionably that our teachers deserve the thanks of all in society. No matter the obstacles our profession faces, the Chartered College will be with our teachers throughout. I continue to be hugely grateful to our committed and talented staff team who have worked tirelessly again this year to support the Chartered College of Teaching in challenging circumstances. I am very proud of how they have worked to progress the charity towards its vision and mission, and I am excited to see this continue in the year ahead.



Professor Dame Alison Peacock
Chief Executive



Council's Annual Report

Council's Annual Report

The Council presents its report with the financial statements of the Chartered College of Teaching for the 12 months ended 31 March 2021. The comparative figures represent the transactions for the year ended 31 March 2020. The Council has adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

1. Legal and Administrative Information

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by supplemental Charters of 15 May 1998 and 18 July 2017).

a. Governance

The Chartered College of Teaching is governed in accordance with its Charter and Bye laws and by Regulations approved by members under the terms of the Charter. The governing body of the Chartered College of Teaching is its Council which within 15 months of the receipt of the supplemental Charter was elected by its members in the United Kingdom under a rotational system, in accordance with the Bye laws. The Council elects the officers specified in the Charter and Bye laws including Vice-Presidents, a Treasurer and the President. Other committees established by the Council, notably the Finance and Risk Committee, Constitutional Committee, Membership and Regional Committee, Education, Research and Journal Committee, Remuneration Committee and the Ethics Committee (established in January 2020), conduct the detailed business of the College, with the Executive Committee having an overall co-ordinating role.

The President (Stephen Munday FCCT), the Treasurer (Marcus Richards FCCT), and the two Vice-Presidents (Professor Samantha Twiselton FCCT and Vivienne Porritt FCCT) constitute the elected officers of the Council.

Members of the Council, who constitute the Charity Trustees, are elected or appointed in accordance with the Charter and Bye laws. The members who served on the Council for the financial year 2020/21 are listed below:

- Farah Ahmed (until November 2020)
- Paul Barber (Chair of Constitutional Committee)
- Dr Penny Barratt
- Helen Blake (until November 2020)

- Dr Stephanie Burke (Chair of Education, Research and Journal Committee from December 2020)
- Michael Chiles (from November 2020)
- Dr Natasha Crellin
- Joan Deslandes OBE (until November 2020)
- Julie Harrington (from November 2020)
- Clive Hill (from November 2020)
- Sue Jackson
- Gethyn Jones (until November 2020)
- Hannah Knowles (from November 2020)
- Vicki Medina
- Stephen Munday (President)
- Vivienne Porritt (Vice President and Chair of Remuneration Committee)
- Marcus Richards (Treasurer)
- Nicola Rowe
- Sufian Sadiq (from November 2020)
- Jon Searle
- Amarbeer Singh Gill (from November 2020)
- Julia Skinner
- Aimée Tinkler (Chair of Membership and Regional Committee)
- Professor Samantha Twiselton (Vice President)
- Ben Ward (Chair of Education, Research and Journal Committee until November 2020)
- Rebecca Walker
- Steve Waters
- David Weston
- John Willis (Chair of Finance and Risk Committee)
- Hannah Wilson (until August 2020)

b. Operations

The Chief Executive Officer is Professor Dame Alison Peacock who joined the Chartered College of Teaching in January 2017.

The Chartered College of Teaching employs permanent staff located at the College's office in London, working under the direction of the Chief Executive Officer. The College makes use of examiners paid modest fees for their work in examining candidates for its qualifications. As has been explained, the College employs permanent staff, but equally benefits from the volunteering time resource provided particularly by its honorary Officers and its Council members.

c. Address:

Pears Pavilion, Coram Campus, 41 Brunswick Square, London, WC1N 1AZ

Telephone: 020 3433 7624

Email: hello@chartered.college

Website: <https://chartered.college/>

d. Bankers

Metro Bank PLC, One Southampton Row, London WC1B 5HA

e. Auditors

Haslers, Chartered Accountants, Old Station Road, Loughton, Essex, IG10 4PL

2. Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.

3. What we do

The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher. Its charitable objects are 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit'.

a. Vision and mission

The purpose of the Chartered College of Teaching is to raise the standards and status of the profession by being the professional body for teachers.

The Chartered College of Teaching's vision is that 'teachers are working in a research-informed way to provide the best possible education for children and young people'.

The Chartered College of Teaching's mission is 'celebrating, supporting and connecting teachers to provide world-class education benefiting pupils and society. Together we will raise the status of the teaching profession'.

Our activities

In the period April 2020 – March 2021 the Chartered College of Teaching established its financial independence and made significant progress in its core activities:

The Chartered Teacher Programme

The Chartered Teacher Programme is a rigorous assessment route for expert teachers to receive recognition in the form of Chartered Status and is a key focus of the Chartered College of Teaching. 120 teachers graduated and were awarded Chartered Teacher status in March 2021. The third cohort started in 2020, with selected regional providers supporting the growth of the programme. A new route for school leaders to achieve Chartered Teacher Status was also launched in February 2021, and a short course leading to credits towards Chartered Status, the Certificate in Evidence Informed Practice, launched in the same month.

Publications

We published three member-only issues of the Chartered College of Teaching's journal, *Impact*, between April 2020 and March 2021, focusing on: Learning, leadership and teacher expertise (May 2020), developing evidence-informed teaching techniques to support effective learning (September 2020 – our 10th issue of the journal) and teacher recruitment, retention and progression (February 2021). We also published a special issue of *Impact* in November 2020 on youth social action that went to all schools in England, as well as to individual members, thanks to support and funding from Pears Foundation and #iwill Fund. In July 2020 we published our first textbook for early career teachers, *The Early Career Framework*

Handbook, working with acclaimed education and academic publishers SAGE Publishing. In addition to our print publication, 2020 saw us publish our inaugural research report series, *Education in Times of Crisis*, in response to the challenges brought to schools by the pandemic and consequential partial school closures.

Membership

The Chartered College of Teaching welcomed thousands of new members in the financial year April 2020 to March 2021. At the end of the year our membership has grown to over 40,000, including over 1,100 Fellows, with around 95% of our non-student members being school-based. Membership is at the heart of the Chartered College of Teaching and we continue to develop products and services to meet the needs of our members. In the last year we have endeavoured to adapt to the challenges the COVID-19 has imposed on the profession, with a wealth of digital resources available to support our members at this time.

Events and Networks

From April 2020 to March 2021, in response to the social distancing and safety requirements of the pandemic, we were unable to run our local network or national face-to-face events. We therefore launched a series of online events and webinars which drive engagement for our members and across the profession. To the end of March 2021 we ran 48 online events, with nearly 25,000 total bookings. We will continue to focus on delivering content online, whilst reviewing the opportunities for face-to-face networking in the longer term. We also ran our AGM virtually in November 2020, which proved popular with those attending, and so will continue with this format in 2021.

Plans for 2021/22

The Chartered College of Teaching made great progress in 2020/21, in particular during the context of the challenging external environment of the global pandemic. New products and services such as Teach Together, The Education Exchange and *The Early Career Framework Handbook* were launched to support teachers, and membership grew to over 40,000.

For 2020/21 we have identified five strategic priorities for the Chartered College to move us closer to our vision:

- Attract, convert and retain members.
- Be recognised as the professional body for teaching and influence the development and direction of the profession.
- Accreditation programmes and projects contribute to our sustainability.
- Grow additional revenue streams and operate within budget.
- Develop and implement a people and culture strategy to demonstrate our values as a team and to our members.

Within each strategic priority we have identified specific goals that we will focus on in 2021/22.

Attract, convert and retain members

- Membership growth accelerates with a particular focus on sustainable growth in paying membership.
- Targeted marketing activity promotes the full Chartered College offering, including programmes and membership, supporting organisational growth.
- Regular webinars and online events delivered for both members and non-members.
- Member experience improves across our online offer.

Be recognised as the professional body for teaching and influence the development and direction of the profession

- Strategy implemented to make the Chartered College's products, programmes, events and online content more accessible, appealing and relevant to all.
- High-profile public relations and public affairs activity continues to highlight the importance and influence of the Chartered College of Teaching.
- Initial stages of the Chartered College's research strategy are implemented.
- Evaluation strategy across our products and programmes begins to map progress to organisational theory of change.
- Amendments to the governance structure allows for better succession planning of Council roles.

Accreditation programmes and projects contribute to our sustainability

- A scalable and commercially viable model for Chartered Status delivery is established.
- Programme, project and product delivery principles are cost effective, rigorous and streamlined.

Grow additional revenue streams and operate within budget

- Increased revenue through voluntary income, sponsorship, and other diversification.
- Further increased financial management in place to further improve cost control and return on investments.
- Infrastructure exists to support the continued growth of the charity.

Develop and implement a people and culture strategy to demonstrate our values as a team and to our members.

- People want to join and stay at the Chartered College.
- Employees are equipped to effectively manage their work and that of the Chartered College.
- The Chartered College of Teaching has a strong team culture.

COVID-19

The global pandemic led to significant changes for schools, teachers and pupils. The Chartered College of Teaching revisited its planned activities for 2020/21 and made amendments to improve the support to teachers during this challenging time. Our teacher wellbeing prompts service, Teach Together, supported teachers across the country with the unprecedented challenges they faced. This service was enabled by support from the Helen Hamlyn Trust, Ian Armitage and Joanna Cunningham (Hoare Trustees) and Pears Foundation, who are all partners of the Chartered College of Teaching committed to supporting teachers.

We published a review of research evidence on school closures and international approaches to education during the COVID-19 pandemic '*Education in Times of Crisis: The potential implications of school closures for teachers and students*'. A second report followed in July 2020, focusing on school reopening plans and potential long-term implications for education. With support from Big Change, we have also launched The Education Exchange, an innovative, one-stop digital hub to support teachers in a changing world, providing a trusted, independent, single place to go that provides up-to-date information, recognised professional learning, opportunities for discussion, collaboration and reflection, and signposting to the best resources available around the world.

We moved from our planned programme of in-person networks and events to a series of online webinars and events, reaching members at all stages of their careers. We also worked with participants and providers to make necessary amendments to the Chartered Teacher programme such as more flexible start dates and more online content.

With the global pandemic far from over, we plan to continue many of the new ways of working in 2021/22, including online webinars and events for members and on the Chartered Teacher and Chartered Teacher (Leader) programme.

b. Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated by our Royal Charter is 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment.)'

The Chartered College of Teaching has advanced these aims during 2020/21 in a number of ways as shown in the President's and Chief Executive Officer's report and further detailed below.

The Council ensures that adequate reserves are retained to fund any committed expenditure and to provide sufficient financial headroom in the event of any unforeseen circumstances arising. The Finance and Risk Committee and Council continued to monitor the reserves policy in FY 2020/21.

Risk Management

The Chartered College of Teaching places high importance on the effective management of risk so that it can achieve its vision and aims. The Chartered College of Teaching manages risks in line with its risk management policy. All identified key organisational risks are collated on a risk register which sets out the risks; assesses their likelihood and impact; tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk; and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising. The Executive Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. The Finance and Risk Committee review risks on a quarterly basis.

There was no serious incident to report as per the requirements under the Charities Act 2011. The Chartered College of Teaching has a robust risk management framework that is strategically reviewed by the Executive on behalf of Council and is operationally managed by the CEO. During the year, the following major categories of risk were identified:

Financial and people risks related to COVID-19, including members' time to engage with our products and services, and Chartered College of Teaching's staff illness, absence and wellbeing. Mitigating actions comprised the development of new products and services to support members during the pandemic, an updated business continuity plan and an augmented approach to staff wellbeing.

Membership risks focusing on new membership, student teacher member conversions and activations of group memberships were also significant. These were managed by improved account management, a marketing and membership growth strategy and a student teacher engagement strategy.

Financial and reputational risks related to the growth and model of the Chartered Teacher programme. A revised model was developed to ensure robust quality assurance and a high level of participant satisfaction. In addition, we launched applications for an accreditation programme, the Certificate in Evidence-Informed Practice, which started in February 2021.

c. Going concern

Nothing has occurred to affect the College between the closing date of the accounts and the date of their signature. It has no commitments or guarantees that require disclosure.



4. Statement of Responsibilities of Members of Council

Members of the Council are required to prepare statements for each financial period which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period. In preparing those financial statements, the Council members are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue in business.

The Council is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the College and enable them to ensure that financial statements comply with the accounting requirements of The Charities Act. They are also responsible for safeguarding the assets of the College and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Council on 9th November 2021 and signed on their behalf by:



M Richards
Treasurer



S Munday
President

Independent Auditors' Report To The Members Of The Chartered College Of Teaching

Independent Auditors' Report To The Members Of The Chartered College Of Teaching

Opinion

We have audited the financial statements of The Chartered College of Teaching (the 'charity') for the year ended 31 March 2021 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 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; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Charity 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Charity Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of charity trustees

As explained more fully in the charity trustees' responsibilities statement, the Charity Trustees 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 Charity 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 Charity Trustees are responsible for assessing the charity'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 Charity Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

- Reviewing large and unusual bank transactions.
- Carrying out walkthrough testing to ensure internal controls are in place to prevent errors and fraud.
- Carrying out substantive testing for income to ensure it is correctly recognised in line with the charities policy.
- Carrying out substantive testing to cover authorisation of expenditure in line with the financial processes.
- Scrutinising manual journals for evidence of unusual transactions.
- Assessment of the appropriateness of accounting estimates.
- Reviewing compliance with the relevant laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Haslers

Chartered Accountants
Statutory Auditor
Old Station Road
Loughton
Essex IG10 4PL



Date: 10th November 2021

Haslers are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Statement Of Financial Activities (Incorporating Income And Expenditure Account) For The Year Ended 31 March 2021

	Note	Unrestricted funds 2021 (£)	Restricted funds 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Income from:					
Donations and legacies	3	134,970	737,478	872,448	1,613,559
Charitable activities	4	1,135,465	-	1,135,465	1,029,902
Investments	5	-	-	-	3
Total income		1,270,435	737,478	2,007,913	2,643,464
Expenditure on:					
Charitable activities	6	1,127,928	910,830	2,038,758	2,265,846
Total expenditure		1,127,928	910,830	2,038,758	2,265,846
Net income/(expenditure)					
		142,507	(173,352)	(30,845)	377,618
Transfers between funds	15	(42,333)	42,333	-	-
Net movement in funds		100,174	(131,019)	(30,845)	377,618
Reconciliation of funds:					
Total funds brought forward		620,396	136,395	756,791	379,173
Net movement in funds		100,174	(131,019)	(30,845)	377,618
Total funds carried forward		720,570	5,376	725,946	756,791

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

The notes on pages 24 to 38 form part of these financial statements.

Balance Sheet As At 31 March 2021

	Note	2021 (£)	2020 (£)
Fixed assets			
Intangible assets	11	46,435	54,297
Tangible assets	12	8,063	8,642
		<u>54,498</u>	<u>62,939</u>
Current assets			
Debtors	13	278,357	526,401
Cash at bank and in hand		1,181,070	1,008,479
		<u>1,459,427</u>	<u>1,534,880</u>
Creditors: amounts falling due within one year	14	<u>(787,978)</u>	<u>(841,028)</u>
Net current assets		<u>671,449</u>	<u>693,852</u>
Total assets less current liabilities		<u>725,947</u>	<u>756,791</u>
Total net assets		<u><u>725,947</u></u>	<u><u>756,791</u></u>

Annual Report and Financial Statements

	Note	2021 (£)	2020 (£)
Charity funds			
Restricted funds	15	5,376	136,395
Unrestricted funds	15	720,571	620,396
Total funds		725,947	756,791

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

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

However, an audit is required in accordance with section 144 of the Charities Act 2011.

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

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

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



S Munday



M Richards

Date: 10th November 2021

The notes on pages 24 to 38 form part of these financial statements.

Statement Of Cash Flows

For The Year Ended 31 March 2021

	2021 (£)	2020 (£)
Cash flows from operating activities		
Net cash used in operating activities	<u>176,118</u>	<u>639,434</u>
Cash flows from investing activities		
Purchase of intangible assets	-	(12,960)
Purchase of tangible fixed assets	<u>(3,527)</u>	<u>(6,580)</u>
Net cash used in investing activities	<u>(3,527)</u>	<u>(19,540)</u>
Cash flows from financing activities		
Net cash provided by financing activities	<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the year	172,591	619,894
Cash and cash equivalents at the beginning of the year	<u>1,008,479</u>	<u>388,585</u>
Cash and cash equivalents at the end of the year	<u><u>1,181,070</u></u>	<u><u>1,008,479</u></u>

The notes on pages 24 to 38 form part of these financial statements.



Notes To The Financial Statements For The Year Ended 31 March 2021

1. General information

The Chartered College of Teaching is a charity incorporated by Royal Charter in England and Wales, with a charity registration number 313608. The principal address is Pears Pavilion, Coram Campus, 41 Brunswick Square, London, WC1N 1AZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Chartered College of Teaching meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

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

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

2.3 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

2.4 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 institution with whom the funds are deposited.

2.5 Intangible assets and amortisation

Intangible assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

MyCollege Platform - 13% straight line

2.6 Tangible fixed assets and depreciation

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

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office equipment - 20% straight line

2.7 Debtors

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

2.8 Cash at bank and in hand

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

2.9 Liabilities and provisions

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

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

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

2.10 Pensions

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018.

2.11 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Charity Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Income from donations and legacies

	Unrestricted funds 2021 (£)	Restricted funds 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Donations & Sponsorship	84,970	12,500	97,470	18,019
Grants	50,000	724,978	774,978	1,595,540
	<u>134,970</u>	<u>737,478</u>	<u>872,448</u>	<u>1,613,559</u>
<i>Total 2020</i>	<u>150,019</u>	<u>1,463,540</u>	<u>1,613,559</u>	

4. Income from charitable activities

	Unrestricted funds 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Membership	1,014,794	1,014,794	599,808
CTEACH	80,486	80,486	71,753
Journal	21,938	21,938	20,208
Commercial projects	-	-	292,291
General	13,557	13,557	45,842
Other Learning Programmes	4,690	4,690	-
Total 2021	<u>1,135,465</u>	<u>1,135,465</u>	<u>1,029,902</u>
<i>Total 2020</i>	<u>1,029,902</u>	<u>1,029,902</u>	

5. Investment income

	Unrestricted funds 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Deposit account interest	-	-	3
<i>Total 2020</i>	<u>3</u>	<u>3</u>	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 (£)	Restricted funds 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Membership	45,926	65,071	110,997	255,630
CTEACH	1,323	18,718	20,041	65,416
Journal	-	203,736	203,736	140,255
Commercial projects	-	-	-	207,747
General	889,661	333,450	1,223,111	1,356,688
Specific restricted grants	163,693	204,170	367,863	233,857
CLEADER	24,733	68,839	93,572	6,253
Other Learning Programmes	2,592	-	2,592	-
Teach Together	-	16,846	16,846	-
	<u>1,127,928</u>	<u>910,830</u>	<u>2,038,758</u>	<u>2,265,846</u>
Total 2020	<u>323,154</u>	<u>1,942,692</u>	<u>2,265,846</u>	

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 (£)	Total funds 2021 (£)	Total funds 2020 (£)
Membership	110,997	110,997	255,630
CTEACH	20,041	20,041	65,416
Journal	203,736	203,736	140,255
Commercial projects	-	-	207,747
General	1,223,111	1,223,111	1,356,688
Specific restricted grants	367,863	367,863	233,857
CLEADER	93,572	93,572	6,253
Other Learning Programmes	2,592	2,592	-
Teach Together	16,846	16,846	-
	<u>2,038,758</u>	<u>2,038,758</u>	<u>2,265,846</u>
Total 2020	<u>2,265,846</u>	<u>2,265,846</u>	

Analysis of direct costs

	Total funds 2021 (£)	<i>Total funds 2020 (£)</i>
Staff costs	1,354,988	1,387,142
Depreciation and amortisation	11,969	7,908
Exchange gains and losses	4,292	110
Office Accommodation	27,552	18,504
Insurance	3,318	2,993
IT platforms, telephone & internet	17,011	30,888
Travel	47	33,902
HR & Recruitment	2,572	44,083
Consultancy	462	1,980
Governance costs	6,594	17,284
Subscriptions and educational resources	53,731	65,484
Training, research & development	4,575	16,100
Accountancy	66,064	39,577
Events for members	1,590	10,018
Journal content & mailing	199,736	139,864
Legal	90	1,130
Advertising & marketing	24,457	53,746
Bank charges	36,033	23,833
CTeach programme	19,909	65,416
Communications	6,603	3,844
Computer and software costs	7,460	11,267
Other membership costs	3,946	84,462
Regional networks	300	21,743
Postage, printing and stationery	2,381	7,358
Office Supplies	1,780	2,464
Other expenses	(7,772)	1,887
Project direct costs	189,070	154,859
Hoare trustee expenditure	-	18,000
	2,038,758	2,265,846

8. Auditors' remuneration

	2021 (£)	2020 (£)
Fees payable to the charity's auditor for the audit of the charity's annual accounts	<u>5,400</u>	<u>5,250</u>

9. Staff costs

	2021 (£)	2020 (£)
Wages and salaries	1,134,201	1,147,618
Social security costs	121,702	115,480
Contribution to defined contribution pension schemes	99,085	124,043
	<u>1,354,988</u>	<u>1,387,141</u>

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

	2021 No.	2020 No.
Employees	29	37

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

	2021 (£)	2020 (£)
In the band £70,000 - £79,999	1	2
In the band £80,001 - £90,000	1	-
In the band £140,000 - £149,999	1	1

The total key management personnel remuneration benefits for the year was £295,237 (2020: £324,526).

10. Charity Trustees' remuneration and expenses

During the year, no Charity Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, expenses totalling £418 were reimbursed or paid directly to 1 Charity Trustee (2020 - £2,871 to 13 Charity Trustees).

11. Intangible assets

	Computer software (£)
Cost	
At 1 April 2020	62,900
At 31 March 2021	62,900
Amortisation	
At 1 April 2020	8,603
Charge for the year	7,863
At 31 March 2021	16,465
Net book value	
At 31 March 2021	46,435
At 31 March 2020	54,297

12. Tangible fixed assets

	Office equipment (£)
Cost or valuation	
At 1 April 2020	31,511
Additions	3,527
At 31 March 2021	35,038
Depreciation	
At 1 April 2020	22,869
Charge for the year	4,106
At 31 March 2021	26,975
Net book value	
At 31 March 2021	8,063
At 31 March 2020	8,642

13. Debtors

	2021 (£)	2020 (£)
Due within one year		
Trade debtors	204,185	413,197
Other debtors	3,177	80,952
Prepayments and accrued income	70,995	32,252
	<u>278,357</u>	<u>526,401</u>

14. Creditors: Amounts falling due within one year

	2021 (£)	2020 (£)
Due within one year		
Trade creditors	95,291	136,767
Other taxation and social security	16,266	10,748
Other creditors	935	6,055
Accruals and deferred income	675,486	687,458
	<u>787,978</u>	<u>841,028</u>

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 (£)	Income (£)	Expenditure (£)	Transfers in/out (£)	Balance at 31 March 2021 (£)
Unrestricted funds					
Designated funds					
Designated Funds - all funds	5,144	-	-	-	5,144
General funds					
General Funds - all funds	615,252	1,270,436	(1,127,928)	(42,333)	715,427
Total Unrestricted funds	620,396	1,270,436	(1,127,928)	(42,333)	720,571
Restricted funds					
Paul Hamlyn Foundation	10,000	-	(10,000)	-	-
Helen Hamlyn Foundation	5,000	-	(5,000)	-	-
Mercers Charitable Foundation	1,131	85,570	(122,525)	35,824	-
EEF Early Career Teachers	109,705	97,000	(206,705)	-	-
Education Development Trust Early Years	2,360	12,500	(14,860)	-	-
Wellcome Journal Club	750	43,045	(38,419)	-	5,376
Nord Anglia	7,449	-	(6,670)	(779)	-
Big Change	-	95,000	(94,799)	(201)	-
Early Career Hub	-	5,000	(9,223)	4,223	-
EdTech Demonstrator	-	3,500	(3,500)	-	-
Helen Hamlyn (Winter 2020/21)	-	10,000	(10,004)	4	-
Pears Foundation	-	94,000	(94,000)	-	-
Teach Together	-	40,000	(40,000)	-	-
TLIF Accelerate	-	15,000	(15,000)	-	-
NASBTT Video Production	-	10,958	(14,220)	3,262	-
Wellcome CPDQA	-	225,905	(225,905)	-	-
	136,395	737,478	(910,830)	42,333	5,376
Total of funds	756,791	2,007,914	(2,038,758)	-	725,947

Statement of funds - prior year

	Balance at 1 April 2019 (£)	Income (£)	Expenditure (£)	Transfers in/out (£)	Balance at 31 March 2020 (£)
Unrestricted funds					
Designated funds					
Designated Funds - all funds	5,144	-	-	-	5,144
General funds					
General Funds - all funds	374,029	1,179,924	(323,154)	(615,547)	615,252
Total Unrestricted funds	379,173	1,179,924	(323,154)	(615,547)	620,396
Restricted funds					
Department of Education £1m	-	1,000,000	(1,610,503)	610,503	-
Department of Education £30.5k	-	30,500	(35,544)	5,044	-
Paul Hamlyn Foundation	-	20,000	(10,000)	-	10,000
Helen Hamlyn Foundation	-	10,000	(5,000)	-	5,000
Mercers Charitable Foundation	-	8,740	(7,609)	-	1,131
Hoare Trustees	-	18,000	(18,000)	-	-
EEF Early Career Teachers	-	332,600	(222,895)	-	109,705
Education Development Trust Early Years	-	5,000	(2,640)	-	2,360
Wellcome Journal Club	-	1,500	(750)	-	750
Nord Anglia	-	30,000	(22,551)	-	7,449
Nuffield	-	5,200	(5,200)	-	-
Arts Council	-	2,000	(2,000)	-	-
	-	1,463,540	(1,942,692)	615,547	136,395
Total of funds	379,173	2,643,464	(2,265,846)	-	756,791

Annual Report and Financial Statements

Designated Funds

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Trust thinks fit

Paul Hamlyn Foundation

Building capacity to support expansion of Chartered Teacher provision including development of financial model and building capacity across England for up to ten providers to bid to lead CTeach training regionally

Helen Hamlyn Foundation

Growing paying membership and engaging with members

Mercers' Charitable Foundation

Designing and piloting of a Chartered Teacher programme for school leaders

EEF Early Career Teachers

Providing an online-only model of support for early-career teachers and their mentors, training mentors in instructional coaching practice and the content of the Early Career Framework

Education Development Trust Early Years

Development of a training module for practitioners and membership of the Chartered College of Teaching

Wellcome Journal Club

Testing how journal clubs can be adapted from healthcare for education through establishing ten Science Teacher Journal Clubs

Nord Anglia

Developing and publishing a report on Teacher CPD: International trends, opportunities and challenges

Big Change

Production of a website for teachers internationally to share views and experiences

Early Career Hub (Sheffield Hallam University)

To support the development of the Early Career Hub platform

EdTech Demonstrator

Provision of comms and dissemination support to LGFL and the Education Foundation in their delivery of the DfE's edtech demonstrator project

Helen Hamlyn (Winter 2020/21)

Publish mini-series of compact guides to support teachers - all internal resources

Pears Foundation

Producing and publishing a special issue of the Impact journal, focused on Social Action and Character Education

Teach Together (Helen Hamlyn, Ian Armitage and Pears)

For delivery of "Teach Together" - Setup and delivery of a teacher wellbeing text messaging service, with evaluation

TLIF Accelerate

Accelerate was a DfE-funded project we worked on for Education Development Trust, supporting early career teachers. The main programme ran 2019-20 but we were asked to extend provision into 2020-21, with a contract amendment to cover this

NASBTT Video Production

Production of 50 videos - 10 delivered at year end

Wellcome CPDQA

CPDQA was the delivery of a pilot of a CPD Quality Assurance system, commissioned and funded by Wellcome

Annual Report and Financial Statements

The following funds relate to restricted funds in the prior year. There was no income received and no expenditure made within the year in relation to these funds.

Department for Education £1m

To support continuation of The College establishing and gaining sector credibility as the independent professional body for teachers and, as such, achieve its strategic aims of:

- Retaining and Growing Membership
- Strengthening Operational Capability; and
- Developing Products and Services

Department for Education £30,500

Printing, publication, and distribution of The Profession ITT/ student teacher publication

Hoare Trustees

Supporting future growth of the Chartered College of Teaching through recruitment of specialist governance expertise in membership and finance

Nuffield

Seed corn funding for proposal for fostering multi-disciplinary approaches to evidence use across public service

Arts Council

A scoping study to determine the range of support the Chartered College of Teaching could offer their membership in relation to cultural education

At the year end, a transfer was made between restricted and unrestricted funds totalling £42,333. The reason for this transfer to cover additional spending in these areas over the income specifically generated within restricted funds. Future income will be received to cover the shortfall of these.

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2020 (£)	Income (£)	Expenditure (£)	Transfers in/out (£)	Balance at 31 March 2021 (£)
Designated funds	5,144	-	-	-	5,144
General funds	615,252	1,270,436	(1,127,928)	(42,333)	715,427
Restricted funds	136,395	737,478	(910,830)	42,333	5,376
	756,791	2,007,914	(2,038,758)	-	725,947

Summary of funds - prior year

	Balance at 1 April 2019 (£)	Income (£)	Expenditure (£)	Transfers in/out (£)	Balance at 31 March 2020 (£)
Designated funds	5,144	-	-	-	5,144
General funds	374,029	1,179,924	(323,154)	(615,547)	615,252
Restricted funds	-	1,463,540	(1,942,692)	615,547	136,395
	379,173	2,643,464	(2,265,846)	-	756,791

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 (£)	Restricted funds 2021 (£)	Total funds 2021 (£)
Tangible fixed assets	8,063	-	8,063
Intangible fixed assets	46,435	-	46,435
Current assets	1,454,051	5,376	1,459,427
Creditors due within one year	(787,978)	-	(787,978)
Total	720,571	5,376	725,947

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 (£)	Restricted funds 2020 (£)	Total funds 2020 (£)
Tangible fixed assets	8,642	-	8,642
Intangible fixed assets	54,297	-	54,297
Current assets	1,398,485	136,395	1,534,880
Creditors due within one year	(841,028)	-	(841,028)
Total	620,396	136,395	756,791

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

	2021 (£)	2020 (£)
Net income/expenditure for the year (as per Statement of Financial Activities)	(30,845)	377,618
Adjustments for:		
Depreciation charges	11,969	7,908
Decrease/(increase) in debtors	248,044	17,738
Increase/(decrease) in creditors	(53,050)	234,814
Net cash provided by operating activities	176,118	638,078

19. Analysis of cash and cash equivalents

	2021 (£)	2020 (£)
Cash in hand	1,181,070	1,008,479
Total cash and cash equivalents	1,181,070	1,008,479

20. Analysis of changes in net debt

	At 1 April 2020	Cash flows	At 31 March 2021
Cash at bank and in hand	1,008,479	172,591	1,181,070
	1,008,479	172,591	1,181,070

21. Pension commitments

The charity's employees belong to two pension schemes. The charity's primary pension scheme is NEST, a multiple-employer defined benefit scheme. Two of the charity's employees also belong to the Teachers' Pension Scheme for England and Wales (TPS), a multiple-employer defined benefit scheme. The last actuarial valuation of the TPS related to the period 31 March 2016.

Contributions amounting to £1,137 were payable to the schemes at 31 March 2021 (2020: £5,265) and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £25,181 (2020: £124,043).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy has accounted for its contributions to the scheme as if it were a defined contribution scheme.

22. Operating lease commitments

At 31 March 2021 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 (£)	2020 (£)
Not later than 1 year	<u>25,668</u>	<u>25,668</u>

23. Related party transactions

The activities of the Chartered College of Teaching were previously undertaken by C.O.T Start-Up Company Limited (formerly College of Teaching Limited), an incorporated charity with Trustees in common. During the prior period, the Chartered College of Teaching took on the activities of the charitable company.

Donations totalling £34,924 were received from C.O.T Start-Up Company Limited in the year 31 March 2021 (2020: £0).

At the balance sheet date, the following amounts were due from/(to):

	2021 (£)	2020 (£)
C.O.T Start Up Company Limited	-	76,375
	<u>-</u>	<u>76,375</u>

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Designed and typeset by Alchemy Mill.