

Chartered College
of Teaching

2023
2024

Annual Report

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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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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)
NET CURRENT ASSETS		434,746	211,361	646,107	614,479
TOTAL ASSETS LESS CURRENT					
LIABILITIES		465,215	211,361	676,576	649,667
NET ASSETS		465,215	211,361	676,576	649,667
FUNDS	14				
Unrestricted funds				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

	Notes	2024 £	2023 £
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)	(1,651)
Purchase of other investments		(240,767)	-
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 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.

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

	Direct 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

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