

SCHOOL LIBRARY ASSOCIATION

England & Wales · Charity number 313660

Details

Other names SLA (UPPER CASE)

Status Registered

Legal form CIO

Registered 1963-02-07

Register [View on the Charity Commission register](#)

Contact

Address Fleming Court
Leigh Road
Eastleigh
Hampshire
SO50 9PD

Phone 01793530166

Email info@sla.org.uk

Website www.sla.org.uk

Activities

Objects: 4.1 TO PROMOTE AND ADVANCE FOR EDUCATIONAL AND RECREATIONAL ENDS THE USE OF LIBRARIES IN SCHOOLS AND EDUCATIONAL ESTABLISHMENTS FOR THOSE AGED 18 AND UNDER, IN PARTICULAR BUT NOT EXCLUSIVELY BY:1) PROVIDING INFORMATION AND ADVICE TO ANYONE WHO NEEDS IT, IN RELATION TO THE RUNNING OF A SCHOOL LIBRARY;2) PROVIDING INFORMATION AND ADVICE TO ANYONE WHO NEEDS IT IN RELATION TO THE ACTIVITIES AND LEARNING THAT TAKE PLACE WITHIN A LIBRARY;3) RAISING AWARENESS OF THE BENEFITS THAT A SCHOOL LIBRARY CAN HAVE, INCLUDING BUT NOT LIMITED TO LITERACY, WELL-BEING AND ACADEMIC ATTAINMENT; AND4) PROVIDING TRAINING, PUBLICATIONS AND LIBRARIES FOR THE PURPOSE OF PROMOTING THESE OBJECTS.4.2 NOTHING IN THE ARTICLES SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE ASSOCIATION FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005 AND SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008.

Activities: Provides advice/support to members and information to others. Supports the development of effective school libraries and librarians, literacy, reading for pleasure and information literacy. Publishes a range of appropriate titles as well as a quarterly reviewing journal. Runs day training courses and also an annual conference/weekend course. Supports 16 national, regional and local branches.

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£360,275	£400,660	-	-
2024-03-31	£356,429	£362,524	-	-
2023-03-31	£412,724	£423,014	-	-
2022-03-31	£272,081	£314,193	-	-
2021-03-31	£319,405	£300,995	-	-

Trustees

Name	Role	Appointed
Alison Lynsey Pollard		2024-09-18
Amanda Mary Deaville		2019-06-23
Dr Sarah Viner-Daniels		2025-11-24
Edward Paul Ripley		2025-11-24
Eleanor Ruth Prince		2024-09-18
Gareth Conyard		2025-11-24
John Bradford		2020-07-06
Lady Caroline Jayne Evans		2025-11-24
Louis Arthur-Brown		2025-11-24
Panagiotis Kavvadias		2025-11-24

Accounts

REGISTERED CHARITY NUMBER: 0313660

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
SCHOOL LIBRARY ASSOCIATION

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

SCHOOL LIBRARY ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2025

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SCHOOL LIBRARY ASSOCIATION

CHAIR'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

This year of 2024/25 has been a turbulent one for the SLA; one that has seen a large turnover in our staff, including our long-serving CEO, Alison Tarrant. The reasons for this have been varied and logical and not seen as a cause for deeper concern for our board of trustees.

The upside of this is that we have been successful in employing a high-quality replacement CEO in Victoria Dilly, and she in turn has been successful in building a new team around her that are also of a very high calibre. Victoria's first few weeks in post have been very active and we believe she is building strong foundations for the SLA's future growth and stability.

I would like to thank our Officers at the SLA for their hard work and dedication over the last six months in finding and appointing our new CEO, and to the other trustees for their support of myself and the organisation. We all look forward to the coming year with confidence and optimism.

Paul Register

Chair

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have 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 AND ACTIVITIES

The objects set out in the Constitution for School Library Association are;

To promote and advance for educational and recreational ends the use of libraries in schools and educational establishments for those aged 18 and under for the purposes of the advancement of education in particular but not exclusively by:

- Providing information and advice to anyone who needs it, in relation to the running of a school library
- Providing information and advice to anyone who needs it in relation to the activities and learning that take place within a library
- Raising awareness of the benefits that a school library can have, including but not limited to literacy, well-being and academic attainment
- Providing training, publications and libraries for the purpose of promoting these objects

School Library Association carries out these objects for the public benefit by:

- Providing a telephone helpline to any enquirer in relation to school libraries and their staffing.
- Providing a publications programme, training opportunities and a website - all of practical help to school librarians.
- Advocating the use of, and good practice in, school libraries in public arenas and by working in partnership with other organisations to raise the profile of school libraries.
- Activities which promote libraries and literacy to all.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities should be undertaken. All our charitable activities are undertaken to further our charitable purposes for the public benefit.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

ACHIEVEMENTS AND PERFORMANCE

The year has been a year of change and transition for the SLA, against an economic background of challenging school budgets, librarians being made redundant from some schools, and falling membership numbers.

Our previous CEO left the SLA at the end of 2024, and we would like to thank Alison for her leadership, and stewardship of the SLA during her time as CEO. Our new CEO Victoria Dilly joined in early 2025, with extensive experience working for significant national education charities as well as just under a decade in school libraries. Victoria has been conducting a review of all our strategy and approaches, with exciting plans to transform the work of the SLA to reach more schools, support more school libraries and drive impact on education outcomes. Working with a wider range of partners on projects and programmes, this will move the organisation away from relying solely on the membership fee for financial stability. Advocacy for children's reading and literacy, and media and information literacy skills and the importance of this for future generations to fulfil their potential is also critical.

A new Chair of the Board also took office in July 2024.

Highlights from the past year include:

- ASI Great Things Award for Best New Implementation, presented by Advanced Solutions International (ASI), highlighting our dedication to achieving impactful outcomes for our members and community
- Weekend Course 2024 (Annual Conference) - delivery of a sold out event for members and non members
- School Library CPD Programme delivered in partnership with the Chartered College of Teaching for some members
- Annual Awards programme - including Secondary School Librarian of the Year (SLYA) and Primary Library of the Year (PLYA), alongside the Enterprise of the Year Award
- Stronger Together Campaign in September a time to honour the incredible work being done by school library staff across the country
- A new SLA Primary school library event sponsored by HarperCollins in February, and the first event our new CEO attended
- Social Reading Spaces research project in partnership with Farshore and HarperCollins demonstrated the incredible impact that providing opportunities to engage informally with reading through the school library can have for young people, improving their reading age by as much as 15 months after just 12 weeks of intervention.

Since starting in role in February 2025, the new CEO has had multiple conversations with potential partners including Arts Council, CILIP, ASCEL, National Literacy Trust, Penguin Random House, The Reading Agency, as well as library suppliers and organisations who work in the education sector. As these conversations take shape, they will inform the development of new approaches and ways of working to enable the SLA to continue deliver on our mission, and broaden our reach and impact. In addition, we are strengthening our existing partnerships to bring the best possible value and opportunities to our members and the wider school community. Through new ways of working we will create greater advocacy, and allow the SLA to diversify income streams.

A new staff team is being built, bringing a wealth of expertise in school engagement, training and events, network development, marketing and communications complementing the school libraries experience already in place. The branch network has grown with three new branches in core areas coming online, and now totals 23 branch regions, with improvements to the network in the planning.

We are excited about the future of the SLA as we look to our 90th anniversary in 2027, and our centenary in 2037.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2025**

FINANCIAL REVIEW

The Board has acknowledged the very challenging environment for schools. School budgets are very tight. In some cases librarians are being removed from schools. Ultimately this means that membership numbers have dropped in the last year.

This is likely to continue to be the case until our new CEO is able to re-purpose the charity, and create a better and stronger value proposition for members and potential new-members.

In the financial year ending 31 March 2025, income was similar to the previous year with a successful Weekend Course (annual conference), and also being able to raise some grant funding. However, membership income dropped by 22%, and with some cost increases there was a deficit for the financial year of just over £40,000. This compared to a deficit for the previous year of just over £6,000. It is also important to acknowledge that the charity now has a small net current liability position at the year end.

The Reserves Policy was reviewed and updated in April 2025. The revised policy outlined that the charity would hold unrestricted reserves of between 2-6 months of expenditure. With annual expenditure of £400,000 this means cash reserves should not fall below £76,000. Cash reserves held as at 31 March 2025 were £125,700 – so inline with our Reserves Policy.

Cash holdings and tracking monthly budgets robustly will be crucial in the coming financial year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, Constitution for School Library Association, and constitutes a Charitable Incorporated Organisation (CIO).

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The charity was a limited company, limited by guarantee until 16 December 2022. The charity was controlled by its governing document, Articles of Association of School Library Association up until that date. The charity converted to a CIO on 16 December 2022.

Recruitment and appointment of new trustees

In 2024/25 we recruited four new trustees and three serving trustees were re-elected. The new trustees were paired with mentor trustees, and attended the Away Day soon after their election, which proved a very positive experience. Each trustee has an annual one to one conversation with the Chair. These trustees were elected after the board looked at the skills needed and trustees with skills education, membership development and communications were recruited.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

0313660

Principal address

1 Pine Court
Kembrey Park
Swindon
Wiltshire
SN2 8AD

Trustees

J Bradford	
A M Deaville	
K Kaur	
A Whiteford	(resigned July 2024)
V S Dilly	(end of term of office June 2024)
R Horsman	(end of term of office June 2024)
H L Cleaves	
H L Richardson	(resigned February 2025)
P Register	
S Stonard	(appointed September 2024)
E Prince	(appointed September 2024)
L Pollard	(appointed September 2024)
M Owen	(appointed September 2024)(resigned November 2024)
S Bastone	(Co-opted July 2025)

Independent Examiner

Graham Taylor
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Chief Executive

V Dilly

Approved by order of the board of trustees on 21/10/25 and signed on its behalf by:



.....
L Pollard - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
SCHOOL LIBRARY ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

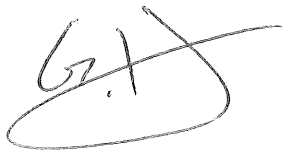
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Graham Taylor
The Institute of Chartered Accountants in England and Wales

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Date: 22nd October 2025

SCHOOL LIBRARY ASSOCIATION

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	21,877	22,700	44,577	29,557
Charitable activities					
Promotion of libraries in education	5	313,976	-	313,976	324,874
Other trading activities	3	1,239	-	1,239	1,374
Investment income	4	483	-	483	624
Total		337,575	22,700	360,275	356,429
EXPENDITURE ON					
Raising funds		-	-	-	500
Charitable activities					
Promotion of libraries in education	6	379,073	21,587	400,660	362,024
Total		379,073	21,587	400,660	362,524
NET INCOME/(EXPENDITURE)					
Transfers between funds	20	(41,498) 2,950	1,113 (2,950)	(40,385) -	(6,095) -
Net movement in funds		(38,548)	(1,837)	(40,385)	(6,095)
RECONCILIATION OF FUNDS					
Total funds brought forward		187,430	29,426	216,856	222,951
TOTAL FUNDS CARRIED FORWARD		148,882	27,589	176,471	216,856

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The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION**BALANCE SHEET**
31 MARCH 2025

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Intangible assets	12	38,079	-	38,079	52,358
Tangible assets	13	<u>172,737</u>	-	<u>172,737</u>	<u>177,296</u>
		210,816	-	210,816	229,654
CURRENT ASSETS					
Stocks	14	3,996	-	3,996	4,437
Debtors	15	66,824	-	66,824	97,190
Cash at bank and in hand		<u>98,142</u>	<u>27,589</u>	<u>125,731</u>	<u>121,055</u>
		168,962	27,589	196,551	222,682
CREDITORS					
Amounts falling due within one year	16	<u>(203,602)</u>	-	<u>(203,602)</u>	<u>(204,665)</u>
NET CURRENT ASSETS		<u>(34,640)</u>	<u>27,589</u>	<u>(7,051)</u>	<u>18,017</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		176,176	27,589	203,765	247,671
CREDITORS					
Amounts falling due after more than one year	17	<u>(27,294)</u>	-	<u>(27,294)</u>	<u>(30,815)</u>
NET ASSETS		<u>148,882</u>	<u>27,589</u>	<u>176,471</u>	<u>216,856</u>
FUNDS	20				
Unrestricted funds				148,882	187,430
Restricted funds				<u>27,589</u>	<u>29,426</u>
TOTAL FUNDS				<u>176,471</u>	<u>216,856</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 21/10/25 and were signed on its behalf by:



L Pollard - Trustee

The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2025**

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.

Going concern

Each year the trustees should confirm the charity's status as a going concern. The trustees believe that focusing on diversifying income generation, increasing fundraising activities and developing new projects and programmes will provide the sustainability needed to continue the charity's important work. We are fully committed to securing the future of the organisation; with a new CEO, newly appointed team and a refreshed strategy and vision, we will strengthen our financial position and build on the rich history of the SLA to grow our reach and impact. Working together with the determination and support of the team, our members and partners in the sector, we will ensure the charity continues to deliver its vital work for many years to come.

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Trading income is recognised when the goods or service is provided.

Income from membership subscriptions is recognised in the period to which it relates. Membership subscription income received in connection with a future period is included as deferred income in the Balance Sheet.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date if the fair value can be measured reliably.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer Software - 25% straight line basis

Computer Software includes the costs of website and database development.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - 2% straight line
Fixtures and fittings - 15% - 25% on reducing balance

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets of a value of greater than £50 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

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.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	1,377	6,357
Grants	26,000	-
Award donations	17,200	23,200
	<u>44,577</u>	<u>29,557</u>

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising income	<u>1,239</u>	<u>1,374</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Interest receivable	<u>483</u>	<u>624</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	Promotion of libraries in education £	Total activities £
Publication sales	9,897	6,477
Membership and subscribers	174,269	225,595
School librarian sales	38,764	39,771
Training courses	14,208	15,209
Job advertisement income	2,962	4,875
Other income	7,644	17,854
Research income	-	720
Website income	7,935	1,941
Income - partnerships	2,138	1,013
Member events income	3,800	2,875
Weekend	<u>52,359</u>	<u>8,544</u>
	<u>313,976</u>	<u>324,874</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Promotion of libraries in education	<u>100,393</u>	<u>300,267</u>	<u>400,660</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Course expenses and publications	71,726	55,130
Advertising & Marketing	5,580	3,013
Award expenditure	20,588	20,780
Grant expenses	<u>2,499</u>	-
	<u>100,393</u>	<u>78,923</u>

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025****8. SUPPORT COSTS**

	Other £	Governance costs £	Totals £
Promotion of libraries in education	<u>282,628</u>	<u>17,639</u>	<u>300,267</u>
Accountancy fees includes:			
		2025	2024
		£	£
Independent examiner - fee for accounts and independent examination		4,675	4,460
Independent examiner - fee for other services		<u>6,341</u>	<u>9,076</u>
		<u>11,016</u>	<u>13,536</u>
Support costs, included in the above, are as follows:			
		2025	2024
		Promotion of libraries in education £	Total activities £
Wages		209,571	195,187
Establishment expenses		8,781	8,839
Postage, stationery and office supplies		1,506	4,121
IT & Software Costs		21,593	18,027
Bank charges		1,630	1,523
General Administration		16,600	17,387
Foreign Currency Variances		66	80
Staff training		1,262	1,407
Amortisation of intangible fixed assets		14,279	6,695
Depreciation of tangible fixed assets		4,809	5,128
Interest payable		2,531	2,771
Accountancy fees		11,016	13,536
Board travel and meeting costs		4,339	1,464
Consultancy fees		<u>2,284</u>	<u>6,936</u>
		<u>300,267</u>	<u>283,101</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

None of the trustees were employed by the Association or received any remuneration from the Association under a contract of employment during the year or the previous year.

Trustees' expenses

Expenses for awards, travel, subsistence and accommodation totalling £2,628 (2024: £633) were reimbursed to eleven trustee (2024: three trustees).

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025****10. STAFF COSTS**

	2025 £	2024 £
Wages and salaries	<u>209,571</u>	<u>195,187</u>
	<u>209,571</u>	<u>195,187</u>

Wages and salaries above includes cost of wages, employers national insurance, pension and temporary staff costs.

	2025 £	2024 £
Wages	157,823	173,061
Employers National Insurance	10,113	11,624
Pension	8,917	10,502
Temporary staff costs	<u>32,718</u>	<u>-</u>
	<u>209,571</u>	<u>195,187</u>

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

	2025	2024
Charitable activities	<u>5</u>	<u>6</u>

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	7,257	22,300	29,557
Charitable activities			
Promotion of libraries in education	324,874	-	324,874
Other trading activities	1,374	-	1,374
Investment income	<u>624</u>	<u>-</u>	<u>624</u>
Total	<u>334,129</u>	<u>22,300</u>	<u>356,429</u>
EXPENDITURE ON			
Raising funds	500	-	500
Charitable activities			
Promotion of libraries in education	<u>341,244</u>	<u>20,780</u>	<u>362,024</u>
Total	<u>341,744</u>	<u>20,780</u>	<u>362,524</u>
NET INCOME/(EXPENDITURE)	(7,615)	1,520	(6,095)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>195,045</u>	<u>27,906</u>	<u>222,951</u>
TOTAL FUNDS CARRIED FORWARD	<u>187,430</u>	<u>29,426</u>	<u>216,856</u>

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

12. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2024 and 31 March 2025	<u>75,555</u>
AMORTISATION	
At 1 April 2024	23,197
Charge for year	<u>14,279</u>
At 31 March 2025	<u>37,476</u>
NET BOOK VALUE	
At 31 March 2025	<u>38,079</u>
At 31 March 2024	<u>52,358</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2024	190,401	26,496	216,897
Additions	-	250	250
At 31 March 2025	<u>190,401</u>	<u>26,746</u>	<u>217,147</u>
DEPRECIATION			
At 1 April 2024	18,040	21,561	39,601
Charge for year	<u>3,608</u>	<u>1,201</u>	<u>4,809</u>
At 31 March 2025	<u>21,648</u>	<u>22,762</u>	<u>44,410</u>
NET BOOK VALUE			
At 31 March 2025	<u>168,753</u>	<u>3,984</u>	<u>172,737</u>
At 31 March 2024	<u>172,361</u>	<u>4,935</u>	<u>177,296</u>

14. STOCKS

	2025 £	2024 £
Finished goods	<u>3,996</u>	<u>4,437</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	46,501	79,432
Other debtors	63	63
Prepayments and accrued income	<u>20,260</u>	<u>17,695</u>
	<u>66,824</u>	<u>97,190</u>

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Bank loans and overdrafts (see note 18)	3,305	3,038
Trade creditors	1,864	17,187
Taxation and social security	11,577	17,206
Other creditors	<u>186,856</u>	<u>167,234</u>
	<u>203,602</u>	<u>204,665</u>

Deferred income relates to membership and school librarian subscriptions released in line with the period of membership and income received in advance for a course in the following financial period.

Deferred income brought forward was £160,045 (2024: £128,129) and this was all released to the profit and loss account in the year. Deferred income carried forward is £180,991 (2024: £160,045).

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025	2024
	£	£
Bank loans (see note 18)	<u>27,294</u>	<u>30,815</u>

18. LOANS

An analysis of the maturity of loans is given below:

	2025	2024
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,305</u>	<u>3,038</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>3,305</u>	<u>3,038</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>9,916</u>	<u>9,114</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans - more than 5 years	14,073	18,663

19. SECURED DEBTS

The following secured debts are included within creditors:

	2025	2024
	£	£
Bank loans	<u>30,599</u>	<u>33,853</u>

The bank loan is secured by a Mortgage Deed over the freehold property owned by the Association.

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

20. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	181,430	(41,498)	2,950	142,882
Future Building Works	6,000	-	-	6,000
	187,430	(41,498)	2,950	148,882
Restricted funds				
Awards	29,426	1,113	(2,950)	27,589
TOTAL FUNDS	<u>216,856</u>	<u>(40,385)</u>	<u>-</u>	<u>176,471</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	337,575	(379,073)	(41,498)
Restricted funds			
Awards	22,700	(21,587)	1,113
TOTAL FUNDS	<u>360,275</u>	<u>(400,660)</u>	<u>(40,385)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	189,045	(7,615)	181,430
Future Building Works	6,000	-	6,000
	195,045	(7,615)	187,430
Restricted funds			
Awards	27,906	1,520	29,426
TOTAL FUNDS	<u>222,951</u>	<u>(6,095)</u>	<u>216,856</u>

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2025**

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	334,129	(341,744)	(7,615)
Restricted funds			
Awards	22,300	(20,780)	1,520
TOTAL FUNDS	<u>356,429</u>	<u>(362,524)</u>	<u>(6,095)</u>

Restricted funds includes £27,589 (2024: £29,426) of monies received by the Association, with restrictions that the monies must be used in connection with Awards and Campaigns. This includes monies held on behalf of the Great School Library campaign. This campaign is run jointly by CILIP, CILIP SLG and SLA, and SLA holds the operational funds.

Following the move to premises owned by the Association a decision was made to create a designated reserve for future refurbishment costs of the premises. The reserve remained unchanged in the year at £6,000.

Transfers between funds

Some of the agreements for the restricted fund monies received by the Association state part of the funds can be used for administration support and printing. During the year £2,950 (2024: £nil) of the restricted funds were used for administration support and printing and have been transferred to unrestricted funds where these costs are allocated.

21. RELATED PARTY DISCLOSURES

During the year the Association paid trustees £nil (2024: £367) in connection with the provision of training and publication services.

During the year the Association paid trustees £6,750 (2024: £nil) in connection with the provision of professional services.

The constitution of the charity states, "a charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, Section 185 and 188 of Charities Act 2011."

Accounts

REGISTERED CHARITY NUMBER: 0313660

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
SCHOOL LIBRARY ASSOCIATION

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

SCHOOL LIBRARY ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2024

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SCHOOL LIBRARY ASSOCIATION

CHAIR'S REPORT **FOR THE YEAR ENDED 31 MARCH 2024**

The Chair of the SLA had to step away from the charity during the year for personal reasons. I was delighted to step and fulfil the role of Interim Chair until a new permanent Chair can be appointed.

This is an exciting time as the Association looks to grow through delivery of its 5 year strategy – designed in 2021 and confirmed in 2024. Our new CRM system has been purchased and has had favourable member feedback. As it is implemented the SLA will see benefits from the system that should help the member experience and diversify income streams.

The 5 year strategy remains an ambitious plan, but achievable. The Association wants to grow membership, diversify income, and influence the political landscape relating to literacy of young people, and libraries and books in schools. It will also be important to look at the benefits and service we provide to our members, and how we can enhance our offering. With a forthcoming election influencing the political landscape and growing partnerships are more important than ever.

I am grateful for the enthusiasm and commitment of every one of our trustees. Trustees are fully aware of their responsibilities and well informed about the challenges the SLA faces in the year ahead. Our CEO works with us all in a collaborative way, and in partnership. Smaller working parties are formed as need arises, ensuring not just full engagement of trustees but drawing on the skills of individual trustees where appropriate. This report shows the hard work that goes on to keep our Association strong and relevant, and it is particularly pleasing to see the membership growth in the last year. On behalf of the Board, I would like to thank Alison Tarrant, our CEO, and her excellent team of dedicated staff for their commitment and hard work.

Amanda Whiteford

Vice Chair

(Interim Chair September 2023 to March 2024)

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have 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 AND ACTIVITIES

The objects set out in the Constitution for School Library Association are;

To promote and advance for educational and recreational ends the use of libraries in schools and educational establishments for those aged 18 and under for the purposes of the advancement of education in particular but not exclusively by:

- Providing information and advice to anyone who needs it, in relation to the running of a school library
- Providing information and advice to anyone who needs it in relation to the activities and learning that take place within a library
- Raising awareness of the benefits that a school library can have, including but not limited to literacy, well-being and academic attainment
- Providing training, publications and libraries for the purpose of promoting these objects

School Library Association carries out these objects for the public benefit by:

- Providing a telephone helpline to any enquirer in relation to school libraries and their staffing.
- Providing a publications programme, training opportunities and a website - all of practical help to school librarians.
- Advocating the use of, and good practice in, school libraries in public arenas and by working in partnership with other organisations to raise the profile of school libraries.
- Activities which promote libraries and literacy to all.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities should be undertaken. All our charitable activities are undertaken to further our charitable purposes for the public benefit.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

ACHIEVEMENT AND PERFORMANCE

Key highlights

- 1) Thirteen schools celebrated for their school library spaces, staff and high impact projects.
- 2) Information Book Award Book Club had positive impacts on self-esteem, reading habits and enabled pupils to consider books in more depth across over 100 schools.
- 3) Over 170 people signed up to learn more about new developments in school libraries, and we collaborated to produce new research.

Strategy

Our strategy was reaching its midpoint, so it felt appropriate to take some time in February 2024 to review the strategy and discuss whether it was still delivering what was needed. Those conversations have been ongoing.

We have pushed our strategy forward across all streams, including:

a Engage in active advocacy and PR campaigns

The CEO of the Association attended the City of London Fusion Skills day. She also did a podcast for the Association of School and College Leaders in November 2023, then a webinar in December and a keynote at their Literacy Conference in January 2024. Thereby reaching a vital audience for school library staff, and the development of school libraries. The Association was mentioned by Justin Tomlinson MP in the House of Commons: "I commend the School Library Association, which does its best to champion the cause, share best practice and deliver opportunities to make the money go that little bit further. It is telling that those schools with the best libraries have the best engagement - it may seem obvious, but it is not a given. It should be." You can read the full debate here:

<https://www.theyworkforyou.com/whall/?id=2023-06-06b.277.0#g288.0>

We have continued our leadership of the Great School Libraries campaign and recruited a volunteer communications officer to support the communications around our aims. We launched the report of the 2023 research - Equal Futures? An imbalance of opportunities - alongside our colleagues at CILIP and CILIP SLG. That led to us working with Margaret Greenwood MP to host a pop-in session for MPs who wanted to know more about the benefits of, and lack of data about, school libraries. We were delighted that Michael Rosen joined us for that session and added his expertise to the session.

We have also sent newsletters to our supporters and have spoken about the campaign on several occasions and podcasts, including on the [Nikki Gamble podcast](#).

We have also continued our Awards to celebrate the brilliant impact these highly effective schools and their library staff are having. (incl all sponsors and Foyle Foundation) The Primary School Librarian of the Year had three people shortlisted for it: Natasha Delaney from Westwood Primary School, Cambridgeshire; Sally Hamerton from Two Mile Hill Primary School, Bristol; Sarah Cross from Whitwick St John the Baptist CE Primary School, Leicestershire. The Award was sponsored by Authors Abroad.

The Secondary School Librarian of the Year Award also had three people on the Honour List: Bridget Hamlet from Rushey Mead Academy, Leicester; Jacqui Hale from St Hilda's CE High School, Liverpool; Saffron Williams from Haberdashers' Monmouth Schools, Monmouth. The Award was sponsored by OverDrive.

These people prove that reading is a foundation to learning, but the work being showcased here also highlights the positive impact on wellbeing and work across the whole curriculum, including developing independent learning skills.

The Enterprise of the Year Award had four reach the shortlist: Blanchelande College, Colham Manor Primary School, Oswestry School, Stratford Girls' Grammar School.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

For Blanchelande College the aim of their project was to establish a school library that is integral to the educational process through the implementation of a whole-school inquiry-based learning curriculum. While the others were refurbishments - though they varied significantly as well. Colham Manor (a state funded primary school in West London for over 600 children) a team of dedicated staff members transformed a neglected storage area into an inviting and engaging library on a very limited budget. The new library space, along with staff equipped with tools and knowledge to make the most of it, has transformed the whole school's approach to reading. Oswestry School (an independent, co-educational day and boarding school in Shropshire for just under 500 pupils between the ages of 4 and 18) meanwhile, put together a team to transform a redundant space into an exciting, contemporary library, themed around bringing the outdoors in, echoing the rural setting of the school. Stratford Girls' Grammar School (a selective state-funded secondary school for around 800 girls aged 11 to 18 in Warwickshire) also wanted to uplift the school library. Once dated and cluttered, it has been refurbished to provide a welcoming and inclusive space to adapt to the changing needs of the students. With more room for study and a wide, diverse range of resources, it supports teaching and learning throughout, and encourages a lifelong love of reading. The library now sits at the heart of wellbeing within the school: open, bright and connected to nature.

The Community Award had a shortlist of three: Mycenae House Reach Out Community Librarian Scheme with The John Roan School Mycenae House is a community centre in Blackheath, London. Its Reach Out programme helps the community to develop skills, find support and the capacity to enjoy life to the full. The second finalist, and eventual winner was the Swindon Youth Festival of Literature 16th year, the week-long literary festival held every November which celebrates reading, writing and creativity to thousands of students. The free to attend events have enabled thousands of students to be inspired by wonderful and diverse authors and performers. The third finalist -Whatever it Takes - is a partnership with Creative Learning Services, Leicester City Libraries and other organisations, is a programme offering a range of projects and events in primary and secondary schools including training for school staff, author visits, book awards and a Readathon.

We also ran the Information Book Award again, with continued support from Hachette and Peters. Thanks to funding from the Foyle Foundation, we were also able to run the IBA Book Club - which provides book packs to schools. The IBA Book Club alone reached just shy of 30,000 pupils. 100% of the schools which provided feedback would have been unable to take part without a book club and 100% would take part again. Their feedback was fantastic:

"They really loved the books! They thought they were really interesting, and it was exciting to be able to spotlight some high-quality information books. There's a tendency to focus on fiction and this event was helpful to truly think deeply about nonfiction."

"They loved them and loved the opportunity of having their views heard and respected."

"They have helped our students to learn how to navigate non-fiction books, as well as opening their minds to the idea that information books can be 'reading for pleasure' books as well. Students found out lots of interesting information and had the opportunity to engage with books they might not normally see or choose. Using the books for a challenge also led to lots of discussion, as did the voting process - this meant the books had an impact on teamwork and discussion skills, as well as helping students learn how they judge and choose books they might enjoy. The opportunity to vote in the award was very important, making the students feel part of something bigger - they loved that other students across the country were looking at the same books and voting too."

"Being invited to join a judging panel has a huge positive impact on self-esteem. I find it encourages children to assess and consider books in greater depth and makes them think less superficially about books. They take time to think about the information provided: does the book answer what they want to know? Is information easy to find? Is the information trustworthy? They take the book less at face value."

b Create new research

We continued our work with our Patron, Professor Julian McDougall, conducting research into how the school library can support digital resilience in teenagers. This paper is available here:
<https://eprints.bournemouth.ac.uk/39618/>

In October 2023 we ran a New Developments Day which attracted over 170 registrations. The day focused on new research into, and impacting, school libraries and was offered free to everyone - members or not. Feedback was hugely positive, and we will run this again in future.

c Build strong partnerships

We continued our close working relationship with CILIP, and worked with their school libraries interest group, SLG, to develop and lead censorship training for our joint memberships.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

We have had positive relationships with a range of sector bodies, including the Cheltenham Literature Festival, the National Literacy Trust, and BookTrust. Our CEO joined the World Book Day Strategic Advisory board; and she continues to sit on the Designing Libraries CIC Advisory Board. She was also invited to present to The Reading Agency board of trustees about the work of the SLA in early February which was successful and led to positive discussions and plans for the future.

Membership

Overall, membership of the Association has grown. This is partly due to the introduction of a free membership option which increases our support for those unable to pay the membership fee and who don't qualify for a concession rate.

Paid membership has remained steady over the year, with our knowledgeable staff and the recent changes have been noticed by members who are giving us another chance:

- "It's run by people who really understand what it's like to be a school librarian, so they run an organisation that caters for its members."
- "I used to be a member years ago but didn't see a positive return on my investment. I joined again last year and have been amazed at the free webinars, and range of resources available"
- "I used to be SLA member but didn't really see it as worthwhile. I joined again last year and have been amazed at the availability of webinars and resources that I have been able to access."
- "It is THE resource/organisation for school librarians" (their emphasis)

Member retention rate is on average for Associations at 86%, as is our recruitment rate for this period, at 12%. We look forward to next year when the fully embedded system will allow us a much easier analysis of our members, their make-up and other data points.

Where members leave (and fill in an exit survey) 50% said limited budget was a factor in not renewing. The comments show higher expectations of more free events indicating that accessing funding outside of schools is key to enabling engagement with our offer. One comment particularly stood out as being indicative of the feeling in the sector was: "I'm so angry at having to do this but as we all know school librarians seem to be the first cut."

Impact

We may be a small team and charity, but we are having a positive and long-lasting impact on our members, making them feel less alone and empowering them to support more pupils with their reading journeys and develop the library in new and impactful ways themselves.

We have provided detailed advice to over 270 people over the course of the year. The majority has been providing reading recommendations and other topics include policies, starting up a new library, training, dealing with book restrictions and suppliers.

Supporting members:

- "Your information and links are very useful. I may well be in touch. Right now, I can see what I can do immediately to meet the needs of our mock inspection next week. I was so grateful for the introduction to the SLA website this morning. You provide a fantastic resource, and I can see I will be making good use of it."
- After approximately six months of membership, I would say that membership of the SLA is essential for any school library. The range of resources and advice on offer is impressive.
- The scheme has been an invaluable support. I'm new to the role of school librarian and the guidance / reassurance has been amazing. After a couple of initial phone conversations, I now email if I have a problem or a question. I feel able to ask questions knowing that the SLA will be supportive and reply in lots of detail. Nothing is ever too much trouble and I'm really grateful for the help.

Training

- "You've been providing some absolutely amazing CPD opportunities recently - it is very much appreciated!"
- "I am really enjoying reading through and accessing the fabulous resources available."
- "Being the only school librarian in my school it was really helpful and refreshing to speak to others who do the same job and share ideas. I always feel the odd one out in school."

Sharing information via our newsletters:

- "I love the offers in the newsletters, and also I love a useful prompt for upcoming themed weeks, days, etc (Mental Health Awareness Week) well in advance of that week."
- "I like that you have created specialist newsletters, and the content is excellent in all of them."

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

- "The emails I have received so far have been very useful and informative."
- "They are informative and concise."
- "They are always interesting and a way of keeping up to date or reminding me of things!"

Advice line:

- "Thank you so much. Thanks for the swift response. Our first meeting was today, and it was a great success."
- "This is hugely helpful; thank you so much for giving me a great starting place for this project!"
- "I honestly don't know what to say!!! Thank you SO much for sharing this with me and I can tell at a glance it's perfect. I can't tell you how much I appreciate your speed in responding and the quality of the help you've given me."
- "Just to say thank you so much for our call earlier and I hope I didn't sound too overwhelmed!"
- "Thank you very much for your help with the books, I do appreciate it!"
- "FABULOUS thank you" (sic)
- "Wow - that's a massive relief! Really helpful, thank you"

Key Areas for development

- Over the next few years, we will continue to build on our strategy and start to consult for our strategy for 2027 onwards.
- We will prioritise building a clearer picture of our members to better understand them and identify any gaps and biases in our membership base.
- We will work to ensure smooth succession of the trustee board, including the officer roles.

FINANCIAL REVIEW

Financial position

The financial picture over the year has been mixed, but the year ended positively.

It was particularly pleasing to see membership growth, the TSL generating a positive income stream, and being able to secure grant funding from The Foyle Foundation - although the grant monies will be received in the next financial year.

Highlights have included the publication and sales of two new SLA Guidelines: one is a Primary School Libraries publication, and one is about the IFLA guidelines and sales of both were better than anticipated. Our training offer has continued to attract new registrations and produce vital income for the Association. Two particularly popular courses were New To School Libraries and Teenagers' Reading: Enjoyment And Engagement.

The Association took the difficult decision to run a virtual conference in 2023 due to the workload pressures the build and development of the new system and website, and due to the uncertain landscape. Fortunately, the virtual weekend course was well supported, and gained sufficient income to make it worthwhile.

Plans for the 2024 Weekend Course are well underway, and it appears that the course will be the best attended and biggest for many years.

- a Reserves strategy - after the purchase of the new CRM system, which is vital for the charity, cash reserves would inevitably drop. Our reserves policy was updated in November 2023 to allow for a range of reserves. The range is for between 2-6 months of operational income. Whilst the charity ended the financial year with reserves higher than expected, it is felt prudent to leave the November '23 Reserves Policy in place whilst we look to improve reserves in the coming months and years.
- b Reappointed Langdowns as accountants and Independent Examiner for the charity.
- c Future challenges - the SLA needs to increase its reserves after the CRM purchase. With membership income accounting for over 50% of total income - membership retention and membership growth are critical. Costs are always well managed, and a robust budget is in place for the financial year ending 31 March 2025.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

FINANCIAL REVIEW

Reserves policy

Reserves Policy Purpose:

The purpose of this reserves policy is to ensure the charity has a level of working capital that protects its continuity, enables it to remain solvent, and continue to deliver its core purpose. It should also allow for a contingency in case of unplanned events happening within the charity that are not covered by its insurance policies.

Reserves are classified as funds that are unrestricted – so not restricted or allocated for any specific purpose or project.

The SLA has invested in a new CRM system as part of a new strategy, to aid income diversity and growth. This has reduced the amount of unrestricted cash that the charity is able to hold in the short term. It also means an updated reserves policy is appropriate for this financial year, and the financial year starting on 1 April 2024.

Income is not regular each month. To provide more flexibility the reserves approach has changed. Rather than specify a particular amount of unrestricted cash to be held, the SLA reserve policy will now include a range of reserves to be held. This is more appropriate given differing income streams each month.

As the amount of unrestricted cash held has reduced the reserve levels held will be reviewed quarterly by the Board – with the intention that the policy continues to be updated annually.

Unrestricted reserves to be held:

A range of unrestricted reserves held feels more appropriate. The SLA will hold unrestricted reserves of a minimum of 2 months budgeted expenditure, and within a range of 2-6 months of budgeted expenditure.

This level of reserves would be sufficient in an emergency situation to allow for a structured, planned and controlled wind-down of the charity.

Restricted Reserves:

The SLA will also at times hold funds that are restricted. These funds are not included within the reported and reviewed unrestricted reserves.

Currently the restricted funds are held for Great School Libraries and Awards.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, Constitution for School Library Association, and constitutes a Charitable Incorporated Organisation (CIO).

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The charity was a limited company, limited by guarantee until 16 December 2022. The charity was controlled by its governing document, Articles of Association of School Library Association up until that date. The charity converted to a CIO on 16 December 2022.

Governance

Unfortunately, our Chair had to take some time away from the charity due to a close family bereavement, and this led to her taking the decision to step down as Chair and trustee as it was best for the charity. We are grateful to her for the time and energy she gave to the SLA, and trustee, Vice Chair and then as Chair. We are also grateful to Amanda Whiteford for stepping up as Vice Chair to become Acting Chair while we recruit a Chair.

It was unfortunate that one of our newly appointed (in September 2023) trustees also found herself unable to continue due to health reasons, and again took the courageous decision to step down.

The combination of these two unforeseen circumstances meant we have an Interim Chair. Reflecting on the skills of the current Board members, we have started to recruit a permanent Chair, a Membership Development Trustee and an Educational Trustee.

The board of trustees also took two important decisions over the course of the year related to the governance of the Association. The first was to remove our registration in Scotland. This in no way indicates a lack of intent when it comes to Scotland and our Activities there, but we are able to continue and grow our activities without being registered, and as our financial fluctuations mean we may hit the threshold for an audit in Scotland the board felt it would achieve better use of resources for beneficiaries if it was not registered in Scotland.

The second was to increase the number of board meetings from four to six. This decision was taken to enable the board to better assess the risk in relation to the vital implementation of the new system and the fluctuating finances over the year.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

0313660

Principal address

1 Pine Court
Kembrey Park
Swindon
Wiltshire
SN2 8AD

Trustees

S C Bastone (resigned 13.9.23)
J Bradford
A M Deaville
K Kaur
A A Kennedy (resigned 12.1.24)
A Whiteford
V S Dilly
E M Firth (resigned 9.6.23)
R Horsman
H L Cleaves
H L Richardson
P Register
J Crittenden (appointed 13.9.23) (resigned 26.2.24)

Independent Examiner

Graham Taylor
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Chief Executive

A J C Tarrant

Approved by order of the board of trustees on 18/7/24..... and signed on its behalf by:

.....
A Whiteford - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
SCHOOL LIBRARY ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

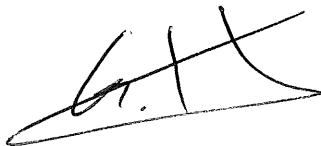
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Graham Taylor
The Institute of Chartered Accountants in England and Wales

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Date: 9th August 2024

SCHOOL LIBRARY ASSOCIATION**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	7,257	22,300	29,557	35,938
Charitable activities	5				
Promotion of libraries in education		324,874	-	324,874	371,780
Other trading activities	3	1,374	-	1,374	4,887
Investment income	4	624	-	624	119
Total		<u>334,129</u>	<u>22,300</u>	<u>356,429</u>	<u>412,724</u>
EXPENDITURE ON					
Raising funds		500	-	500	4,499
Charitable activities	6				
Promotion of libraries in education		<u>341,244</u>	<u>20,780</u>	<u>362,024</u>	<u>418,515</u>
Total		<u>341,744</u>	<u>20,780</u>	<u>362,524</u>	<u>423,014</u>
NET INCOME/(EXPENDITURE)		(7,615)	1,520	(6,095)	(10,290)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>195,045</u>	<u>27,906</u>	<u>222,951</u>	<u>233,241</u>
TOTAL FUNDS CARRIED FORWARD		<u>187,430</u>	<u>29,426</u>	<u>216,856</u>	<u>222,951</u>

The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION**BALANCE SHEET**
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Intangible assets	12	52,358	-	52,358	30,935
Tangible assets	13	<u>177,296</u>	-	<u>177,296</u>	<u>182,424</u>
		229,654	-	229,654	213,359
CURRENT ASSETS					
Stocks	14	4,437	-	4,437	3,490
Debtors	15	97,190	-	97,190	39,167
Cash at bank and in hand		<u>91,629</u>	<u>29,426</u>	<u>121,055</u>	<u>146,429</u>
		193,256	29,426	222,682	189,086
CREDITORS					
Amounts falling due within one year	16	<u>(204,665)</u>	-	<u>(204,665)</u>	<u>(145,862)</u>
NET CURRENT ASSETS		<u>(11,409)</u>	<u>29,426</u>	<u>18,017</u>	<u>43,224</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		218,245	29,426	247,671	256,583
CREDITORS					
Amounts falling due after more than one year	17	<u>(30,815)</u>	-	<u>(30,815)</u>	<u>(33,632)</u>
NET ASSETS		<u>187,430</u>	<u>29,426</u>	<u>216,856</u>	<u>222,951</u>
FUNDS	20				
Unrestricted funds				187,430	195,045
Restricted funds				<u>29,426</u>	<u>27,906</u>
TOTAL FUNDS				<u>216,856</u>	<u>222,951</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18/7/24 and were signed on its behalf by:


A Whiteford - Trustee

The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION

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.

The charity was a limited company, limited by guarantee until 16 December 2022. The charity converted to a Charitable Incorporated Organisation on 16 December 2022. The prior year figures up to the point of conversion relate to a period when the charity was a company.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Trading income is recognised when the goods or service is provided.

Income from membership subscriptions is recognised in the period to which it relates. Membership subscription income received in connection with a future period is included as deferred income in the Balance Sheet.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date if the fair value can be measured reliably.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer Software - 25% straight line basis

Computer Software includes the costs of website and database development.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - 2% straight line
Fixtures and fittings - 15% - 25% on reducing balance

Tangible fixed assets of a value of greater than £50 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

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.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	6,357	1,205
Award donations and grants	<u>23,200</u>	<u>34,733</u>
	<u>29,557</u>	<u>35,938</u>

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising income	<u>1,374</u>	<u>4,887</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Interest receivable	<u>624</u>	<u>119</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	Promotion of libraries in education £	Total activities £
Publication sales	6,477	4,553
Membership and subscribers	225,595	198,850
School librarian sales	39,771	30,762
Training courses	15,209	23,967
Job advertisement income	4,875	8,076
Other income	17,854	18,253
Research income	720	2,850
Website income	1,941	1,704
Income - partnerships	1,013	506
Member events income	2,875	4,800
Weekend	<u>8,544</u>	<u>77,459</u>
	<u>324,874</u>	<u>371,780</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Promotion of libraries in education	<u>78,923</u>	<u>283,101</u>	<u>362,024</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Course expenses and publications	55,130	100,915
Advertising & Marketing	3,013	6,508
Award expenditure	<u>20,780</u>	<u>24,764</u>
	<u>78,923</u>	<u>132,187</u>

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**8. SUPPORT COSTS**

	Other £	Governance costs £	Totals £
Promotion of libraries in education	<u>261,165</u>	<u>21,936</u>	<u>283,101</u>
Accountancy fees includes:			
		2024	2023
		£	£
Independent examiner - fee for accounts and independent examination		4,460	4,250
Independent examiner - fee for other services		<u>9,076</u>	<u>6,094</u>
		<u>13,536</u>	<u>10,344</u>
Support costs, included in the above, are as follows:			
		2024	2023
		Promotion of libraries in education £	Total activities £
Wages		195,187	203,001
Establishment expenses		8,839	5,577
Postage, stationery and office supplies		4,121	4,156
IT & Software Costs		18,027	9,143
Bank charges		1,523	1,309
General Administration		17,387	22,612
Foreign Currency Variances		80	(26)
Staff training		1,407	2,727
Amortisation of intangible fixed assets		6,695	3,870
Depreciation of tangible fixed assets		5,128	5,613
Interest payable		2,771	1,883
Accountancy fees		13,536	10,344
Legal and professional fees		-	2,297
Board travel and meeting costs		1,464	5,659
Consultancy fees		<u>6,936</u>	<u>8,163</u>
		<u>283,101</u>	<u>286,328</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

None of the trustees were employed by the Association or received any remuneration from the Association under a contract of employment during the year or the previous year.

Trustees' expenses

Expenses for awards, travel, subsistence and accommodation totalling £633 (2023: £2,386) were reimbursed to three trustees.

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****10. STAFF COSTS**

	2024	2023
	£	£
Wages and salaries	<u>195,187</u>	<u>203,001</u>
	<u>195,187</u>	<u>203,001</u>

Wages and salaries above includes cost of wages, employers national insurance and pension. Pension costs in the period totalled £10,502 (2023: £10,654).

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

	2024	2023
	6	7
Charitable activities	<u>6</u>	<u>7</u>

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,204	34,734	35,938
Charitable activities			
Promotion of libraries in education	371,780	-	371,780
Other trading activities	4,887	-	4,887
Investment income	<u>119</u>	<u>-</u>	<u>119</u>
Total	<u>377,990</u>	<u>34,734</u>	<u>412,724</u>
EXPENDITURE ON			
Raising funds	4,499	-	4,499
Charitable activities			
Promotion of libraries in education	<u>393,751</u>	<u>24,764</u>	<u>418,515</u>
Total	<u>398,250</u>	<u>24,764</u>	<u>423,014</u>
NET INCOME/(EXPENDITURE)	(20,260)	9,970	(10,290)
Transfers between funds	<u>750</u>	<u>(750)</u>	<u>-</u>
Net movement in funds	(19,510)	9,220	(10,290)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>214,555</u>	<u>18,686</u>	<u>233,241</u>
TOTAL FUNDS CARRIED FORWARD	<u>195,045</u>	<u>27,906</u>	<u>222,951</u>

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****12. INTANGIBLE FIXED ASSETS**

	Computer software £
COST	
At 1 April 2023	47,437
Additions	28,118
At 31 March 2024	75,555
AMORTISATION	
At 1 April 2023	16,502
Charge for year	6,695
At 31 March 2024	23,197
NET BOOK VALUE	
At 31 March 2024	52,358
At 31 March 2023	30,935

13. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2023 and 31 March 2024	190,401	26,496	216,897
DEPRECIATION			
At 1 April 2023	14,432	20,041	34,473
Charge for year	3,608	1,520	5,128
At 31 March 2024	18,040	21,561	39,601
NET BOOK VALUE			
At 31 March 2024	172,361	4,935	177,296
At 31 March 2023	175,969	6,455	182,424

14. STOCKS

	2024 £	2023 £
Finished goods	4,437	3,490

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	79,432	28,440
Other debtors	63	63
Prepayments and accrued income	17,695	10,664
	97,190	39,167

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Bank loans and overdrafts (see note 18)	3,038	3,238
Trade creditors	17,187	429
Taxation and social security	17,206	7,557
Other creditors	<u>167,234</u>	<u>134,638</u>
	<u>204,665</u>	<u>145,862</u>

Deferred income relates to membership and school librarian subscriptions released in line with the period of membership and income received in advance for a course in the following financial period.

Deferred income brought forward was £128,129 (2023: £168,783) and this was all released to the profit and loss account in the year. Deferred income carried forward is £160,045 (2023: £128,129).

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
Bank loans (see note 18)	<u>30,815</u>	<u>33,632</u>

18. LOANS

An analysis of the maturity of loans is given below:

	2024	2023
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,038</u>	<u>3,238</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>3,038</u>	<u>3,238</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>9,114</u>	<u>9,715</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans - more than 5 years	18,663	20,679

19. SECURED DEBTS

The following secured debts are included within creditors:

	2024	2023
	£	£
Bank loans	<u>33,853</u>	<u>36,870</u>

The bank loan is secured by a Mortgage Deed over the freehold property owned by the Association.

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****20. MOVEMENT IN FUNDS**

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	189,045	(7,615)	181,430
Future Building Works	6,000	-	6,000
	195,045	(7,615)	187,430
Restricted funds			
Awards	27,906	1,520	29,426
TOTAL FUNDS	222,951	(6,095)	216,856

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	334,129	(341,744)	(7,615)
Restricted funds			
Awards	22,300	(20,780)	1,520
TOTAL FUNDS	356,429	(362,524)	(6,095)

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	208,555	(20,260)	750	189,045
Future Building Works	6,000	-	-	6,000
	214,555	(20,260)	750	195,045
Restricted funds				
Awards	18,686	9,970	(750)	27,906
TOTAL FUNDS	233,241	(10,290)	-	222,951

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	377,990	(398,250)	(20,260)
Restricted funds			
Awards	34,734	(24,764)	9,970
TOTAL FUNDS	<u>412,724</u>	<u>(423,014)</u>	<u>(10,290)</u>

Restricted funds includes £29,426 (2023: £27,906) of monies received by the Association, with restrictions that the monies must be used in connection with Awards and Campaigns. This includes monies held on behalf of the Great School Library campaign. This campaign is run jointly by CILIP, CILIP SLG and SLA, and SLA holds the operational funds.

Following the move to premises owned by the Association a decision was made to create a designated reserve for future refurbishment costs of the premises. The reserve remained unchanged in the year at £6,000.

21. RELATED PARTY DISCLOSURES

During the year the Association paid trustees £367 (2023: £270) in connection with the provision of training and publication services.

The constitution of the charity states, "a charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, Section 185 and 188 of Charities Act 2011."

Accounts

REGISTERED CHARITY NUMBER: 313660

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
SCHOOL LIBRARY ASSOCIATION

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

SCHOOL LIBRARY ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2023

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SCHOOL LIBRARY ASSOCIATION

CHAIR'S REPORT **FOR THE YEAR ENDED 31 MARCH 2023**

I was delighted to become Chair of the SLA in the current year. This is an exciting time as the Association looks to grow through delivery of its 5 year strategy (agreed last year) and the purchase, embedding and delivery of our new CRM system.

The 5 year strategy is an ambitious plan, but achievable. It includes the new CRM system and the benefits it will provide. The Association wants to grow membership, diversify income, and influence the political landscape relating to literacy of young people, and libraries and books in schools. It will also be important to look at the benefits and service we provide to our members, and how we can enhance our offering.

At our Board away day during the year The Board reflected on the first six months of the strategy. What had been achieved. What had we learnt? We also spent time welcoming new trustees to the Board who bring different and complementing skills. The effectiveness of the Board and how we work together for the benefit of the Association was a big part of the day.

I am grateful for the enthusiasm and commitment of every one of our trustees - new or existing. Trustees are fully aware of their responsibilities and well informed about the challenges the SLA faces in the year ahead. Our CEO works with us all in a collaborative way, and in partnership. Smaller working parties are formed as need arises, ensuring not just full engagement of trustees but drawing on the skills of individual trustees where appropriate. This report shows the hard work that goes on to keep our Association strong and relevant, and it is particularly pleasing to see the membership growth in the last year. On behalf of the Board I would like to thank Alison Tarrant, our CEO and her excellent team of dedicated staff for their commitment.

A A Kennedy
Chair

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have 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 AND ACTIVITIES

The objects set out in the Constitution for School Library Association are;

To promote and advance for educational and recreational ends the use of libraries in schools and educational establishments for those aged 18 and under for the purposes of the advancement of education in particular but not exclusively by:

- Providing information and advice to anyone who needs it, in relation to the running of a school library
- Providing information and advice to anyone who needs it in relation to the activities and learning that take place within a library
- Raising awareness of the benefits that a school library can have, including but not limited to literacy, well-being and academic attainment
- Providing training, publications and libraries for the purpose of promoting these objects

School Library Association carries out these objects for the public benefit by:

- Providing a telephone helpline to any enquirer in relation to school libraries and their staffing.
- Providing a publications programme, training opportunities and a website - all of practical help to school librarians.
- Advocating the use of, and good practice in, school libraries in public arenas and by working in partnership with other organisations to raise the profile of school libraries.
- Activities which promote libraries and literacy to all.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities should be undertaken. All our charitable activities are undertaken to further our charitable purposes for the public benefit.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

ACHIEVEMENT AND PERFORMANCE

Highlights from the year

2022/23 has been a rewarding but challenging year for the Association as we entered the first year of our new 5 year strategy. There are many highlights:

- Membership growth
- Our journal, TSL, received 'highly commended' in the MemCom awards for journals with readership under 20,000.
- BookTrust's Life Changing Libraries video of their campaign with Cressida Cowell was shown at the 2022 Children's Laureate announcement, and highlighted the role of school libraries and our partnership work in that project.
- It has been our 85th anniversary, which provided many moments of celebration, including a Parliamentary Round Table discussion at the House of Commons on Mon 11 July 2022; and an Anniversary Gala Dinner in October.
- We worked with BounceTogether and the Open University's Teresa Cremin to launch a new paper into Children's Reading Choices.
- Embedding a new CRM system which will allow the SLA to diversify and grow, and also provide an enhanced experience for our members.

Alongside these highlights, the year has been a positive one despite some challenges.

Member Engagement

Membership has increased over the course of the calendar year to above 2270, which is a positive sign given the economic pressures.

Of those people who didn't renew their membership the vast majority said it was due to school budget constraints. The next reason was not enough time to make use of the resources, closely followed by a change in career. This speaks to the challenges in schools, which are particularly strongly felt by support staff - pressurised budgets, reduced time and support for training and development and an increased number of people leaving the sector. The pandemic has had a long-lasting impact on many areas of our work, from pupils' behaviour and their literacy levels to the ability to engage under tighter budgets and cover restrictions.

Strategy

April 2022 saw the launch of a new 5 year strategy for the Association following months of research, discussion and refinement from the board. The Chair wrote a blog to explain the process and a graphic to summarise how it was designed. The Chair and CEO gave a joint presentation at the SLA Weekend Course in June to inform delegates of the aims and objectives of the Association, and direction of future travel. It has been well received by members and other stakeholders, and good progress has been made launching our strategic aims.

Our strategic aims, and some of the key work achieved over this year are:

- Engage in active advocacy and PR campaigns to raise the profile and benefits of school library provision to those in the educational sector and government with the aim of such provision becoming a pillar of the UK's learning and literacy agenda.
- Leading the Great School Libraries campaign with CILIP and CILIP SLG produced research into the provision of school libraries which was released in March 2023. This joint work is also a sign of our strong partnerships as it was funded by ALCS on the operational side, and the research was funded by the Foyle Foundation, the Lightbulb Trust and the NLT Primary School Library Alliance supported by Penguin Random House.
- Awards
 - Pupil Library Assistant of the Year - the SLA was offered the lead on this Award after a few years of it not taking place due to the pandemic and other factors. After a board discussion we offered to take it on as it met our strategic aims of advocacy as well as spotlighting pupil voice and partnership. We are keen to maintain the collaborative nature of the award, and have ensured that it has run in 2023. This award has been sponsored by Authors Aloud, Pearson and the Worshipful Company of Arbitrators.
 - School Librarian of the Year - this has been the first year of having a Primary and Secondary category for this Award, and as such the primary category is establishing itself, but all the winners were highly praised and well received. The Primary category is sponsored by Authors Abroad, and the Secondary category was funded by the Foyle Foundation (due to an unplanned underspend with the Award over COVID). The Primary category was won jointly by Rumena Aktar - Firs Primary School, Castle Bromwich, West Midlands and Jenny Griffiths - Ravenscourt Park Preparatory School, London. The Secondary category was won by Derek France - Preston Lodge High School, East Lothian.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

- Enterprise of the Year Award - This was the first year for this award which was set up to shine a light on the range of work happening in school libraries, specifically one off projects, such as information literacy projects, book awards and refurbishments of school libraries. This Award was won by Broughton Junior School - Aylesbury, Berkshire for their refurbishment of their school library in an imaginative and curiosity driven way.
- Community Award - It was also the inaugural year for the Community Award which aims to celebrate the community efforts which go into school libraries - whether it's a schools library service, a partnership with a local bookshop or a collaboration with the public library service or local business. This Award was won by the Alexandra Palace Children's Book Award Team, with a highly commended mention going to Hull Schools Library Service - Highly Commended for their work with St Charles Voluntary Catholic Academy, Hull, East Riding, Yorkshire.
- Information Book Award and IBA Book Club - this was the eleventh year of the Information Book Club and Hachette have continued to sponsor the Award, and Peters supports the Award. There was a major development with the start of the Information Book Award Book Club, which saw the Foyle Foundation grant £10,000 over two years to deliver the shortlisted books into schools across the UK. This was accompanied by resources and support on building a reading culture. The feedback from schools was powerful:
 - "There was lots of book talk amongst peers, which also helped rebuild relationships post COVID between classmates in different years."
 - "The students were all very enthusiastic about all of the books, and this has prompted a much greater interest in the books from other students as well."
 - "It was fab to hear the children's discussions!"
 - "The children really enjoyed being a part of the voting process and discussing their own opinions with their peers."
 - "I was glad of the opportunity to get students to think about the sources of information they use and to evaluate the books as sources of information."
- Create new research exploring the benefits of school library provision to pupils, teachers and the wider community, and how this supports government literacy and educational attainment goals, building on existing research.
 - We offered an action research course to delegates, but were not able to run it due to low take up.
 - We worked with BounceTogether and the Open University's Teresa Cremin to launch a new paper into Children's Reading Choices.
 - We worked with Bournemouth's CEMP to apply for funding to research "The 'Third Space' School Library: Fostering Capability in the Digital World for Positive Mental Health" - which was successful and the results will be released in 2023/24.
 - We introduced a new regular section in TSL highlighting new research relevant to school libraries and their work.
- Build strong partnerships with organisations supporting literacy, and be recognised as an expert, equal partner.
 - We applied to Arts Council England for funding for School Library Services to attend our 2022 Weekend Course and were significantly oversubscribed for places.
 - We are building our branches network with termly meetings and introduced 'Ambassadors' for those regions without a branch who want to engage and support their local community.
 - We work closely with Empathy Lab, NLT (writing their Library Lifeline blog), The Reading Agency on their Summer Reading Challenge (strategic group and book selection) and Reading Well programmes, and added The Week Junior Book Awards, Reading Teachers = Reading Pupils and BBC Education to launch the return of 500 words.
- Ensure membership is available and used by all school staff, to increase their understanding of how school libraries support literacy, knowledge acquisition, wellbeing and employability.
 - Information Literacy TSL special
 - Added Curriculum Links as regular section to TSL
 - Developed LAL: Secondary
 - Worked on Wellbeing through Reading
- Promote member use of a full range of digital and physical educational resources by illustrating how they can support the aims of the library and school.
 - Source and utilise digital expertise for TSL
 - Meet the Creator - we secured funding from ALCS to produce video and audio interviews with authors to highlight children's literature and help boost parents/carers and school staff knowledge about children's literature. There is a focus on inclusion of minority voices for this.
 - New system

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

Membership

Member Survey - The survey was open 17th May - 10th July 2022 (slightly longer than last year) and was sent to all members and shared on social media. There were 266 respondents which is 12% of members - a slight increase on last year. This is our third annual member survey.

The first question addressed how approachable the SLA was. 56% strongly agreed it was approachable (43% in 2021). Most people (93.6%) strongly agreed or agreed, and no one responded negatively.

There were a number of things to note from the member survey and short term changes were made, and long term plans influenced by the feedback from members. Many of the comments show the impact of our services:

- "It's a lonely job at times and you help us feel connected and remind us that our work is important"
- "You really were a life-line throughout the pandemic and I feel more empowered and proactive as we have come out of it as a result. The range of what you do and your enthusiasm is fantastic and has often inspired me as well as providing new avenues to consider and develop in improving the provision and advocacy for the school library."
- "I think most of us couldn't do our job without your support. "

Membership increased by 14% in the year which is a positive and encouraging trend given the pressure on school budgets.

Public benefit

Public benefit - Over this year we have served the public benefit by raising awareness of the importance of reading, and supporting the knowledge about how and what this looks like. In 2022 our website was accessed from 196 countries, and from cities across the United Kingdom, including London, Birmingham, Manchester, Sheffield, Leeds, Edinburgh, Liverpool, Bristol and Glasgow.

Key Areas for development

Our key areas for development are focused on our digital offering, and continued delivery of our new strategy. Over recent years, and certainly since the pandemic expectations have climbed when it comes to digital offerings, both from members, the general public and funders/potential partner organisations. In January 2023 we started a digital transformation programme which will overhaul our current database and replace it with an Association Management System. This will enable us to provide more personalization, record our impact more accurately and work more efficiently. Embedding, profiling and delivering the benefits from the new CRM system will be crucial for the 23/24 financial year.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

FINANCIAL REVIEW

Financial position (including sponsorship and programme funding)

There has been close analysis of the Association's finances as we emerge from COVID and assess future activity. Discussions at board level included:

- Staff salaries in the light of the cost of living crisis
- Draft budget presented - including the capital purchase costs, and ongoing annual costs of a new CRM system
- New CRM system. There was robust discussion on new CRM & possible options and expenditure for a new CRM, and the benefits this would provide to members and the Association. Agreement to proceed was given in November 2022.
- Reserves Policy: the policy was reviewed and updated. With the capital cost of the new CRM system the Reserves Policy was amended to reflect a reduced unrestricted reserves of £100,000 which represents 3 months of budgeted expenditure. The policy and reserve levels will be regularly monitored and updated annually
- Possible increase in membership but impact of school budgets and cost of living, and the impact of not being able to reach those most in need. Consequently it was agreed to leave prices at their current levels and seek income diversification to address financial need. Incidentals such as additional copies of the journals and the CPD Library were increased.

The Reserves Policy was updated with the level of unrestricted reserves reduced to £100,000 following the capital cost of acquiring the new CRM system.

Total income for the year at £412.7k increased by 51.6%. This was largely due to 2 factors. Firstly the growth in membership income. Secondly being able to deliver a face to face weekend course for the first time since the pandemic.

Total costs at £423k were 34.6% higher than the previous year. This was as a result of the costs for the weekend course, and a budgeted increase in the overall salary bill to support the new 5 year strategy.

Overall for the year there was a deficit of £10,290. Whilst it is disappointing to show another deficit this was an improvement from the previous years deficit of £42k.

Total capital and funds remain strong at £222,951.

The budget for the 23/24 financial year includes the expected benefits from the new CRM system and will be closely monitored by the Board.

Reserves policy

Reserves Policy Purpose:

The purpose of this reserves policy is to ensure the charity has a level of working capital that protects it's continuity, enables it to remain solvent, and continue to deliver its core purpose.

Reserves are classified as funds that are unrestricted - so not restricted or allocated for any specific purpose or project.

Agreed proposed revision which reduces reserves from £150K (covering 6 months) to £100K (covering 3 months). Capital quantity is needed for new CRM.

Unrestricted reserves to be held:

Required unrestricted reserve - £100,000

Level of reserves would be sufficient in an emergency situation to allow for a structured, planned and controlled wind-down of the charity.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, Constitution for School Library Association, and constitutes a Charitable Incorporated Organisation (CIO).

If the CIO is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The charity was a limited company, limited by guarantee until 16 December 2022. The charity was controlled by its governing document, Articles of Association of School Library Association up until that date. The charity converted to a CIO on 16 December 2022.

Governance

Following the decision to become a CIO as part of a review of Association processes and structure the articles were passed at our AGM in September, while our conversion to a CIO was accepted by the Charity Commission in late December 2022. This will not have any major impact on our services delivery but will enable us to be more agile and efficient.

In 2022/23 we recruited three new trustees and a serving trustee was re-elected. The new trustees were paired with mentor trustees, and attended the Away Day soon after their election, which proved a very positive experience. Each trustee has an annual one to one conversation with the Chair.

These trustees were elected after the board looked at the skills needed and trustees with skills in income generation/business knowledge; campaigning; digital skills were recruited.

The trustees review the Risk Register at each board meeting, and it is then updated as required. This means there is a good understanding of the risks the Association is facing, and the action being taken.

Charity Governance Code

At our Away Day in September 2022 the board considered the Charity Governance Wheel which links to the Charity Governance Code. It is the second time in three years the board has considered the Wheel, and it is part of our ongoing assessment and improvement, and how the Board becomes more effective in supporting and delivering the strategic aims of the SLA.

As part of this, and separately the Association staff and board considered our Equality, Diversity and Inclusion policies and approved a draft action plan. The final EDI policy and action plan was approved by the board in February 2023. Currently our gender demographics of staff are 100% female, while the board is 10 women and 2 men.

Staffing

Our staffing has remained relatively stable. In February 2023 Elly Roberts left to take up a role as a magazine editor thereby achieving a career ambition which we are proud to have helped her with. It was decided to not recruit a like for like replacement but to see how things progressed with certain projects first. Rebecca West started as an Association Services Administrator in September 2022 and agreed to take on more hours to support the Awards Administration from April 2023.

SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
313660

Principal address

1 Pine Court
Kembrey Park
Swindon
Wiltshire
SN2 8AD

Trustees

S C Bastone (resigned 13.9.23)
J Bradford
A M Deaville
A A Guyon (resigned 13.10.22)
K Kaur
A A Kennedy
S A King (resigned 13.10.22)
S L Middleton (resigned 13.10.22)
A Whiteford
V S Dilly
E M Firth (resigned 9.6.23)
R Horsman
H L Cleaves (appointed 13.10.22)
H L Richardson (appointed 13.10.22)
P Register (appointed 13.10.22)
J Crittenden (appointed 13.9.23)

Independent Examiner

Graham Taylor
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Chief Executive

A J C Tarrant

Approved by order of the board of trustees on 11 November 2023 and signed on its behalf by:



A Whiteford - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
SCHOOL LIBRARY ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

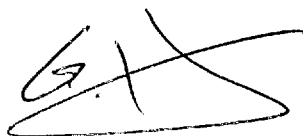
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Graham Taylor
The Institute of Chartered Accountants in England and Wales

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Date: 5TH DECEMBER 2023

SCHOOL LIBRARY ASSOCIATION

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

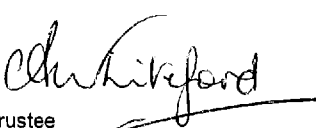
	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,204	34,734	35,938	10,541
Charitable activities	5				
Promotion of libraries in education		371,780	-	371,780	261,534
Other trading activities	3	4,887	-	4,887	-
Investment income	4	119	-	119	6
Total		377,990	34,734	412,724	272,081
 EXPENDITURE ON					
Raising funds		4,499	-	4,499	-
Charitable activities	6				
Promotion of libraries in education		393,751	24,764	418,515	314,193
Total		398,250	24,764	423,014	314,193
 NET INCOME/(EXPENDITURE)					
Transfers between funds	20	(20,260) 750	9,970 (750)	(10,290) -	(42,112) -
Net movement in funds		(19,510)	9,220	(10,290)	(42,112)
 RECONCILIATION OF FUNDS					
Total funds brought forward		214,555	18,686	233,241	275,353
 TOTAL FUNDS CARRIED FORWARD		195,045	27,906	222,951	233,241

The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION**BALANCE SHEET**
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Intangible assets	12	30,935	-	30,935	5,805
Tangible assets	13	<u>182,424</u>	<u>-</u>	<u>182,424</u>	<u>188,037</u>
		213,359	-	213,359	193,842
CURRENT ASSETS					
Stocks	14	3,490	-	3,490	3,971
Debtors	15	39,167	-	39,167	64,719
Cash at bank and in hand		<u>118,523</u>	<u>27,906</u>	<u>146,429</u>	<u>203,698</u>
		161,180	27,906	189,086	272,388
CREDITORS					
Amounts falling due within one year	16	<u>(145,862)</u>	<u>-</u>	<u>(145,862)</u>	<u>(196,376)</u>
NET CURRENT ASSETS		<u>15,318</u>	<u>27,906</u>	<u>43,224</u>	<u>76,012</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		228,677	27,906	256,583	269,854
CREDITORS					
Amounts falling due after more than one year	17	<u>(33,632)</u>	<u>-</u>	<u>(33,632)</u>	<u>(36,613)</u>
NET ASSETS		<u>195,045</u>	<u>27,906</u>	<u>222,951</u>	<u>233,241</u>
FUNDS	20				
Unrestricted funds				195,045	214,555
Restricted funds				<u>27,906</u>	<u>18,686</u>
TOTAL FUNDS				<u>222,951</u>	<u>233,241</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 11 November 2023 and were signed on its behalf by:


A Whiteford - Trustee

The notes form part of these financial statements

SCHOOL LIBRARY ASSOCIATION

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.

The charity was a limited company, limited by guarantee until 16 December 2022. The charity converted to a Charitable Incorporated Organisation on 16 December 2022. The prior year figures and current year figures up to the point of conversion relate to a period when the charity was a company.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Trading income is recognised when the goods or service is provided.

Income from membership subscriptions is recognised in the period to which it relates. Membership subscription income received in connection with a future period is included as deferred income in the Balance Sheet.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date if the fair value can be measured reliably.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer Software - 25% straight line basis

Computer Software includes the costs of website and database development.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - 2% straight line
Fixtures and fittings - 15% - 25% on reducing balance

Tangible fixed assets of a value of greater than £50 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

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.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	1,205	764
Award donations and grants	34,733	9,777
	<u>35,938</u>	<u>10,541</u>

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising income	<u>4,887</u>	<u>-</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable	<u>119</u>	<u>6</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	Promotion of libraries in education £	Total activities £
Publication sales	4,553	7,434
Membership and subscribers	198,850	169,951
School librarian sales	30,762	32,276
Training courses	23,967	18,914
Job advertisement income	8,076	11,159
Other income	18,253	13,600
Research income	2,850	-
Website income	1,704	-
Income - partnerships	506	-
Member events income	4,800	-
Weekend	<u>77,459</u>	<u>8,200</u>
	<u>371,780</u>	<u>261,534</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Promotion of libraries in education	<u>132,187</u>	<u>286,328</u>	<u>418,515</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Course expenses and publications	100,915	51,366
Specialists	-	1,682
Advertising & Marketing	6,508	2,450
Award expenditure	<u>24,764</u>	<u>15,250</u>
	<u>132,187</u>	<u>70,748</u>

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****8. SUPPORT COSTS**

	Other £	Governance costs £	Totals £
Promotion of libraries in education	<u>259,865</u>	<u>26,463</u>	<u>286,328</u>
Accountancy fees includes:			
		2023	2022
		£	£
Independent examiner - fee for accounts and independent examination		4,250	3,950
Independent examiner - fee for other services		<u>6,094</u>	<u>4,268</u>
		<u>10,344</u>	<u>8,218</u>

Support costs, included in the above, are as follows:

	2023	2022
	Promotion of libraries in education £	Total activities £
Wages	203,001	181,264
Establishment expenses	5,577	6,266
Postage, stationery and office supplies	4,156	4,662
IT & Software Costs	9,143	6,146
Bank charges	1,309	1,472
General Administration	22,612	16,659
Foreign Currency Variances	(26)	45
Staff training	2,727	2,291
Amortisation of intangible fixed assets	3,870	3,870
Depreciation of tangible fixed assets	5,613	5,534
Interest payable	1,883	1,249
Accountancy fees	10,344	8,218
Legal and professional fees	2,297	767
Board travel and meeting costs	5,659	5,002
Consultancy fees	<u>8,163</u>	<u>-</u>
	<u>286,328</u>	<u>243,445</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

None of the trustees were employed by the Association or received any remuneration from the Association under a contract of employment during the year or the previous year.

Trustees' expenses

Expenses for travel, subsistence and accommodation totalling £2,386 (2022: £673) were reimbursed to ten trustees.

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****10. STAFF COSTS**

	2023	2022
	£	£
Wages and salaries	<u>203,001</u>	<u>181,264</u>
	<u>203,001</u>	<u>181,264</u>

Wages and salaries above includes cost of wages, employers national insurance and pension. Pension costs in the period totalled £10,654 (2022: £9,133).

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

	2023	2022
	<u>7</u>	<u>6</u>
Charitable activities		

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	764	9,777	10,541
Charitable activities			
Promotion of libraries in education	261,534	-	261,534
Investment income	<u>6</u>	<u>-</u>	<u>6</u>
Total	<u>262,304</u>	<u>9,777</u>	<u>272,081</u>
EXPENDITURE ON			
Charitable activities			
Promotion of libraries in education	<u>298,943</u>	<u>15,250</u>	<u>314,193</u>
NET INCOME/(EXPENDITURE)	(36,639)	(5,473)	(42,112)
Transfers between funds	<u>2,250</u>	<u>(2,250)</u>	<u>-</u>
Net movement in funds	(34,389)	(7,723)	(42,112)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>248,944</u>	<u>26,409</u>	<u>275,353</u>
TOTAL FUNDS CARRIED FORWARD	<u>214,555</u>	<u>18,686</u>	<u>233,241</u>

SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****12. INTANGIBLE FIXED ASSETS**

	Computer software £
COST	
At 1 April 2022	18,437
Additions	<u>29,000</u>
At 31 March 2023	<u>47,437</u>
AMORTISATION	
At 1 April 2022	12,632
Charge for year	<u>3,870</u>
At 31 March 2023	<u>16,502</u>
NET BOOK VALUE	
At 31 March 2023	<u>30,935</u>
At 31 March 2022	<u>5,805</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2022 and 31 March 2023	<u>190,401</u>	<u>26,496</u>	<u>216,897</u>
DEPRECIATION			
At 1 April 2022	10,824	18,036	28,860
Charge for year	<u>3,608</u>	<u>2,005</u>	<u>5,613</u>
At 31 March 2023	<u>14,432</u>	<u>20,041</u>	<u>34,473</u>
NET BOOK VALUE			
At 31 March 2023	<u>175,969</u>	<u>6,455</u>	<u>182,424</u>
At 31 March 2022	<u>179,577</u>	<u>8,460</u>	<u>188,037</u>

14. STOCKS

	2023 £	2022 £
Finished goods	<u>3,490</u>	<u>3,971</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	28,440	58,188
Other debtors	63	1,344
Prepayments and accrued income	<u>10,664</u>	<u>5,187</u>
	<u>39,167</u>	<u>64,719</u>

SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 18)	3,238	3,560
Trade creditors	429	805
Taxation and social security	7,557	9,918
Other creditors	<u>134,638</u>	<u>182,093</u>
	<u>145,862</u>	<u>196,376</u>

Deferred income relates to membership and school librarian subscriptions released in line with the period of membership and income received in advance for a course in the following financial period.

Deferred income brought forward was £168,783 (2022: £112,930) and this was all released to the profit and loss account in the year. Deferred income carried forward is £128,129 (2022: £168,783).

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Bank loans (see note 18)	<u>33,632</u>	<u>36,613</u>

18. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,238</u>	<u>3,560</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>3,238</u>	<u>3,560</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>9,715</u>	<u>10,680</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans - more than 5 years	20,679	22,373

19. SECURED DEBTS

The following secured debts are included within creditors:

	2023	2022
	£	£
Bank loans	<u>36,870</u>	<u>40,173</u>

The bank loan is secured by a Mortgage Deed over the freehold property owned by the Association.

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

20. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	208,555	(20,260)	750	189,045
Future Building Works	<u>6,000</u>	<u>-</u>	<u>-</u>	<u>6,000</u>
	214,555	(20,260)	750	195,045
Restricted funds				
Awards	<u>18,686</u>	<u>9,970</u>	<u>(750)</u>	<u>27,906</u>
TOTAL FUNDS	<u>233,241</u>	<u>(10,290)</u>	<u>-</u>	<u>222,951</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	377,990	(398,250)	(20,260)
Restricted funds			
Awards	<u>34,734</u>	<u>(24,764)</u>	<u>9,970</u>
TOTAL FUNDS	<u>412,724</u>	<u>(423,014)</u>	<u>(10,290)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	242,944	(36,639)	2,250	208,555
Future Building Works	<u>6,000</u>	<u>-</u>	<u>-</u>	<u>6,000</u>
	248,944	(36,639)	2,250	214,555
Restricted funds				
Awards	<u>26,409</u>	<u>(5,473)</u>	<u>(2,250)</u>	<u>18,686</u>
TOTAL FUNDS	<u>275,353</u>	<u>(42,112)</u>	<u>-</u>	<u>233,241</u>

SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	262,304	(298,943)	(36,639)
Restricted funds			
Awards	9,777	(15,250)	(5,473)
TOTAL FUNDS	<u>272,081</u>	<u>(314,193)</u>	<u>(42,112)</u>

Restricted funds includes £27,906 (2022: £18,686) of monies received by the Association, with restrictions that the monies must be used in connection with Awards and Campaigns. This includes monies held on behalf of the Great School Library campaign. This campaign is run jointly by CILIP, CILIP SLG and SLA, and SLA holds the operational funds.

Following the move to premises owned by the Association a decision was made to create a designated reserve for future refurbishment costs of the premises. The reserve remained unchanged in the year at £6,000.

Transfers between funds

Some of the agreements for the restricted fund monies received by the Association state part of the funds can be used for administration support and printing. During the year £750 (2022: £2,250) of the restricted funds were used for administration support and printing and have been transferred to unrestricted funds where these costs are allocated.

21. RELATED PARTY DISCLOSURES

During the year the Association paid trustees £270 (2022: £644) in connection with the provision of training and publication services.

The constitution of the charity states, "a charity trustee or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the CIO where that is permitted in accordance with, and subject to the conditions in, Section 185 and 188 of Charities Act 2011."

Accounts

REGISTERED COMPANY NUMBER: 00552476 (England and Wales)
REGISTERED CHARITY NUMBER: 313660 (England and Wales)
REGISTERED CHARITY NUMBER: SC039453 (Scotland)

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
THE SCHOOL LIBRARY ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

THE SCHOOL LIBRARY ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2022

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Balance Sheet	10 to 11
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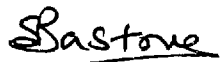
THE SCHOOL LIBRARY ASSOCIATION

CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2022

This year has been defined by the planning and formulating of a new five year strategy to take the Association forward to 2027. It has been exciting and teambuilding, involving all trustees in research over the summer of 2021, then coming together at an Away Day to brainstorm and share ideas. After not meeting for a period of 18 months, this was also an opportunity for us all to meet in person, some for the first time, and also to involve our staff in the process. A small Strategy group working with the CEO finalised a five point strategy which was agreed by the board in February 2022, to start in the new financial year, April 2022. This is an ambitious but achievable strategy, building on recent successes to take the Association forward into a new age, building strong partnerships in the sector and taking our membership offer to an even wider audience.

I cannot stress highly enough how grateful I am for the enthusiasm and commitment of every one of our trustees. Following a wider recruitment drive, we have a varied range of skills and experiences on our board and this brings a depth and strength to our discussions and governance. Trustees are fully aware of their responsibilities and well informed about the challenges and operations of the Association. Risk is assessed at every board meeting and we feel fully confident in our ability to manage this. Our Chief Executive works with us all in efficient partnership and smaller working parties are formed as need arises, ensuring not just full engagement of trustees but drawing on individual skills where appropriate. At our AGM, our Vice-Chair, Stephen King, stepped down, remaining as an ordinary trustee and his place was taken by Ali Kennedy. Also at the AGM we said goodbye to Joan Kelly, Lucas Maxwell and Margaret Pemberton who had given their time and knowledge unstintingly.

This report shows the hard work that goes on to keep our Association strong and relevant and I would like to thank Alison Tarrant, our CEO and her excellent team of dedicated staff for their commitment. The board of trustees is fully aware and appreciative of their efforts.



Sue Bastone,

Chair

THE SCHOOL LIBRARY ASSOCIATION (REGISTERED NUMBER: 00552476)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have 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 AND ACTIVITIES

The objects set out in the Articles of Association can be summarised as the promotion of libraries in schools and colleges.

The Association's objects are specifically restricted to the following:

- to encourage for educational and recreational ends the provision, organisation and use of libraries in schools and colleges,
- to advise on the training and qualifications of school librarians, to establish courses and other forms of training in school librarianship and to award diplomas and other certificates of competence therein provided always that no diploma or certificate issued by the Association shall contain any statement expressing or implying that it is granted by or under the authority of the Department for Education or any other government department or authority,
- to provide and maintain libraries for the purpose of promoting the objects of the Association,
- to print, publish and distribute books, magazines, periodicals and publications of all kind with a view to promoting the objects of the Association, and in particular to print and publish the periodical known as "The School Librarian".

The Association carries out these objects for the public benefit by:

- Providing a telephone helpline to any enquirer in relation to school libraries and their staffing.
- Providing a publications programme, training opportunities and a website - all of practical help to school librarians.
- Advocating the use of, and good practice in, school libraries in public arenas and by working in partnership with other organisations to raise the profile of school libraries.
- Activities which promote libraries and literacy to all.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake. All our charitable activities are undertaken to further our charitable purposes for the public benefit.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

ACHIEVEMENT AND PERFORMANCE

Highlights from the year

The year from April 2021 to March 2022 was defined by a period of work on researching, discussing and formulating a new 5 year strategy, to be implemented from April 2022. All trustees were highly involved in this work; they split into three groups to research over the summer of 2021:

- Growth - vital to the SLA's survival. We are a membership organisation and this needs to grow for us to be sustainable. This group looked at ways in which the SLA could grow its membership and how similar organisations do this, together with member benefits, our audience and areas of focus.
- Stakeholders - The Stakeholder group included consultation with members and branches, our partners and patrons.
- Competitors - The Competitor group concentrated on what could threaten the future viability of the SLA.

These groups then fed back to trustees and staff and reports were heard, before the group did some structured brainstorming and debating of ideas. A working group then formulated the final strategy which was approved at a board meeting in February 2022.

Member engagement is growing despite the response to the virtual offering changing this year, as schools resume in-person engagement and therefore restrictions on attendance at virtual events is harder for some to negotiate. The Association responded by launching informal online networking during the day in place of paid for sessions, and continued our evening networking events Meet the Creator and Richard Gerver in Conversation with....

The number of volunteers increased from 109 last year to approximately 240 across Branch committees, reviewers for the journal and volunteers in the office.

Member Engagement

Our 2021 member survey was open during May and June, for 6 weeks, and was sent to all members and shared on social media. There were between 200 -287 responses depending on the question, which is approximately 10% of members. It was the second annual member survey.

Most respondents were from England, but all of SLA's regions were covered, with the exception of Wales. This is also reflected in the types of school, with just under half being Academies, closely followed by Independent schools. In terms of the age range supported, half were mainly 11-16, a quarter 16 - 18 and one fifth were 'Other'. The respondents supported more than 16,100 pupils.

Key findings were in relation to the importance of the services offered; areas of the website which could be improved; ideas for training; the scale of challenge facing members post-COVID, and ideas for future development. These were presented to the members at the AGM in September.

Operations

- Member increase

Membership increased from 2082 in April 2021 to 2156 in April 2022. The Association has seen an increase in new members and lower numbers of members leaving has resulted in this overall increase in membership numbers.

- Branches

The branch structure of local networks is still going strong, with recently created branches for Norfolk and Suffolk. Branches were affected badly by the pandemic, but some activity has started to return. The impact of the pandemic has been made more pointed by the lack of widely agreed digital infrastructure across the education system, and the blockage of certain communication tools across schools; meaning that not all members of a branch were able to use the same tool (Zoom or GoToMeeting for example). Our Scottish branch was particularly impacted by this.

- Activity in Scotland

Throughout the pandemic, activity in Scotland has been hampered by the difficulties faced by different authorities using and banning different online communication packages. This has proved extremely difficult to navigate and has led to a temporary decrease in activity. A meeting was held to discuss these issues and to plan future activity and it is hoped that the new system being implemented will support easier communication for members in Scotland.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

- Awards

The Association carried out an Awards Review and launched two new Awards - the Community and Enterprise Awards - celebrating joint effort in supporting school libraries and one-off projects - creating more opportunities to showcase the work which goes on in school libraries. The Association is hugely grateful to all those judges who have given up their time to make the awards happen.

- Performance

Over the course of the year the Association has hosted 63 events with a total of 1339 participants between July 2021 and April 2022. The Weekend Course was virtual, but included speakers such as Richard Gerver, Barbara Allan, Kerry Jordan-Daus, Meera Chudasama, the National Foundation for Educational Research, Darryl Toerien and Dr Barbara Stripling. We also published Reading Science for Pleasure and subsequently donated copies to The Reading Agency to support their Reading Sparks programme.

- Public benefit

Throughout this, the Association has supported the Great School Libraries campaign, which works to ensure that every pupil gets the benefit of a school library, and also published a free download called Get Everyone Reading - to support schools and parents create a reading culture and promote reading at home. This publication was very well received and led to new schools find out about us and becoming members.

Key Areas for development

The past few years have been challenging, but the Association is determined to create a bright future for the organization, its members and the school library sector. As we're working through this the board have formed working groups to look at Equality, Diversity and Inclusion, Disaster Planning and the Primary Schools offer.

The Association does all it can to balance the increased needs and demands of members and non-members with ensuring that the wellbeing of staff is protected. From supplying an Employee Assistance Programme to recognizing that staff are whole people, with things other than work going on, and ensuring that regular conversations are had to increase understanding and effective prioritisation.

The Association currently employs 6 members of staff all of whom are female, the age of staff ranges from 20-60.

Looking forward

The end of this financial year sees the start of a new five-year strategy for the Association, to further build on the work completed over the past year. The mission objectives and key aims for this period are:

- Mission:

The SLA will:

- Build a community of members to share best practice and provide practical support.
- Raise the profile and benefits of school library provision and their contribution to the UK's educational agenda to regional and national governments and educational bodies.
- Support senior school leaders, governors, parents, teachers, Trust leadership and others in the development of their school libraries to improve literacy and learning in a realistic and constructive manner.
- Create opportunities for all library staff to develop and showcase their work.
- Develop the support for teachers to embed reading and research in the curriculum.
- Provide training, networking and tools for all those working in school libraries.

- Strategic Plan:

Over the next 5 years, the SLA will:

- Engage in active advocacy and PR campaigns to raise the profile and benefits of school library provision to those in the educational sector and government with the aim of school library provision becoming a pillar of the UK's learning and literacy agenda.
- Create new research exploring the benefits of school library provision to pupils, teachers and the wider community, and how this supports government literacy and educational attainment goals, building on existing research.
- Continue to build strong partnerships with organisations supporting literacy and be recognized as an expert, equal partner.
- Ensure membership is utilised by all school staff, to increase their understanding of how school libraries support literacy, media and information literacy, knowledge acquisition, wellbeing and employability.
- Promote member use of a full range of digital and physical educational resources by illustrating how they can support the aims of the library and school.

FINANCIAL REVIEW

Financial position (including sponsorship and ex funding)

The new strategy has been implemented following a Board away day in September '21. Below highlights the growth in membership which is pleasing after many years of small declines in membership. Within the year the biggest growth in membership was from the Dec '21 to March '22 period. As the Association currently accrues membership income monthly a substantial amount of membership income from the growth in the final few months of the financial year was deferred into the 2022/23 financial year. In addition, the income associated with the Weekend Course being held in June '22 was also correctly deferred into the 2022/23 financial year - when the event took place. This is the reason that cash balances held at 31 March 2022 are higher than those a year previously - despite a deficit in the year.

Overall despite the deficit shown for the year to March 2022 the growth in actual members, and the income already accrued into the 2022/23 financial year leaves the SLA in a relatively strong position going forward. Continued growth and delivery of the new strategy remain key to this.

The Association gained sponsorship from a number of companies over the course of the year, including Access-It, Authors Abroad, ALCS, and the Foyle Foundation.

Looking ahead the biggest future financial commitment will be the planned purchase of a new CRM system. This will mean the reserves policy will need to be reviewed and updated.

Reserves policy

Reserves Policy Purpose:

The purpose of this reserves policy is to ensure the charity has a level of working capital that protects it's continuity, enables it to remain solvent, and continue to deliver its core purpose.

Reserves are classified as funds that are unrestricted - so not restricted or allocated for any specific purpose or project.

The reserves policy has been reviewed and amended to meet the immediate future cash requirements of the SLA. There is a need to invest in a new membership/CRM system. The cost of this will in the short term effectively reduce cash holdings by approximately £60,000. The reserves policy has been updated to reduce unrestricted reserves by that amount. Full details are in the revised Reserves policy.

Unrestricted reserves to be held:

Required unrestricted reserve - £100,000

Planned expenditure - the new CRM system purchase is the biggest planned expenditure in the financial year ending 31 March 2023.

Level of reserves would be sufficient in an emergency situation to allow for a structured, planned and controlled wind-down of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, Articles of Association of School Library Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The liability of each member is limited to £0.50, being the amount that each member undertakes to contribute to the assets of the Association in the event of it being wound up.

Governance

This year has seen robust discussions and positive decisions being taken to move the Association forward. Some of these include decisions around employment terms and conditions, completing a financial self-assessment, taking the decision to become a CIO (which was consequently voted on and passed by members at the AGM) and approval of policies and development of the strategy as outlined above.

The year has seen some changes to the board, with the Vice Chair, Stephen King stepping down due to personal circumstances, and Ali Kennedy then being elected as Vice Chair.

Trustee recruitment was open, and the board identified gaps in knowledge/experience across Grants and Fundraising, and Educational Management. Additionally another two places for trustees without specific knowledge sets were advertised for. In total 4 trustees were elected: 3 new trustees, and one trustee was re-elected. The process followed was similar to previous years, with an open recruitment, an interview by the Chair, Vice Chair and Secretary, and then put forward for election by the members.

The trustees review the Risk Register at each board meeting, and it is then updated as required. This means there is a good understanding of the risks the Association is facing, and the action being taken.

Staffing

There were further changes of staff this year, as the Association's Membership Officer decided to retire after 30 years with the Association. Ann Adams made a huge contribution to the organization, and is missed. In August 2021 Helen Emery joined as Membership Officer, and has already made a significant contribution. The number of staff has remained consistent, at 6 people.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00552476 (England and Wales)

Registered Charity number
313660 (England and Wales)
SC039453 (Scotland)

Registered office

1 Pine Court
Kembrey Park
Swindon
Wiltshire
SN2 8AD

Trustees

S C Bastone
J Bradford
A M Deaville
A A Guyon
K Kaur
J M Kelly (resigned 24.6.21)
A A Kennedy
S A King
L J Maxwell (resigned 24.6.21)
S L Middleton
M Pemberton (resigned 24.6.21)
A Whiteford
V S Dilly (appointed 24.6.21)
E M Firth (appointed 24.6.21)
R Horsman (appointed 24.6.21)

Company Secretary

A J C Tarrant

Independent Examiner

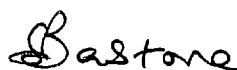
Graham Taylor
Institute of Chartered Accountants in England and Wales
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Chief Executive

A J C Tarrant

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 12/8/2022 and signed on its behalf by:



S C Bastone - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE SCHOOL LIBRARY ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 44 (1) (c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

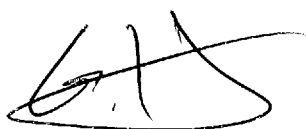
Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

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

- 1 accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
- 2 the accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Graham Taylor
Institute of Chartered Accountants in England and Wales
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Date: 15TH September 2022

THE SCHOOL LIBRARY ASSOCIATION**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Notes	Unrestricted funds £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	764	9,777	10,541	32,823
Charitable activities	5				
Promotion of libraries in education		261,534	-	261,534	286,566
Investment income	4	6	-	6	16
Total		262,304	9,777	272,081	319,405
EXPENDITURE ON					
Charitable activities	6				
Promotion of libraries in education		298,943	15,250	314,193	300,995
NET INCOME/(EXPENDITURE)		(36,639)	(5,473)	(42,112)	18,410
Transfers between funds	21	2,250	(2,250)	-	-
Net movement in funds		(34,389)	(7,723)	(42,112)	18,410
RECONCILIATION OF FUNDS					
Total funds brought forward		248,944	26,409	275,353	256,943
TOTAL FUNDS CARRIED FORWARD		214,555	18,686	233,241	275,353

The notes form part of these financial statements

THE SCHOOL LIBRARY ASSOCIATION (REGISTERED NUMBER: 00552476)

BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	13	5,805	-	5,805	9,675
Tangible assets	14	<u>188,037</u>	<u>-</u>	<u>188,037</u>	<u>185,948</u>
		193,842	-	193,842	195,623
CURRENT ASSETS					
Stocks	15	3,971	-	3,971	4,470
Debtors	16	64,719	-	64,719	61,649
Cash at bank and in hand		<u>185,012</u>	<u>18,686</u>	<u>203,698</u>	<u>197,081</u>
		253,702	18,686	272,388	263,200
CREDITORS					
Amounts falling due within one year	17	<u>(196,376)</u>	<u>-</u>	<u>(196,376)</u>	<u>(143,209)</u>
NET CURRENT ASSETS		<u>57,326</u>	<u>18,686</u>	<u>76,012</u>	<u>119,991</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		251,168	18,686	269,854	315,614
CREDITORS					
Amounts falling due after more than one year	18	<u>(36,613)</u>	<u>-</u>	<u>(36,613)</u>	<u>(40,261)</u>
NET ASSETS		<u>214,555</u>	<u>18,686</u>	<u>233,241</u>	<u>275,353</u>
FUNDS	21				
Unrestricted funds				214,555	248,944
Restricted funds				<u>18,686</u>	<u>26,409</u>
TOTAL FUNDS				<u>233,241</u>	<u>275,353</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The notes form part of these financial statements

BALANCE SHEET - continued

31 MARCH 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 12/8/22..... and were signed on its behalf by:



S C Bastone - Trustee

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31 MARCH 2022**

1. STATUTORY INFORMATION

The School Library Association is a private company, limited by guarantee without share capital, registered in England and Wales. The company's registered number and registered office address can be found in the Report of the Trustees.

The presentation currency of the financial statements is the Pound Sterling (£).

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Trading income is recognised when the goods or service is provided.

Income from membership subscriptions is recognised in the period to which it relates. Membership subscription income received in connection with a future period is included as deferred income in the Balance Sheet.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date if the fair value can be measured reliably.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer Software - 25% straight line basis

Computer Software includes the costs of website and database development.

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31 MARCH 2022**

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% straight line
Fixtures and fittings	- 15% - 25% on reducing balance

Tangible fixed assets of a value of greater than £50 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation

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

Fund accounting

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

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

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

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

THE SCHOOL LIBRARY ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	764	3,434
Award donations and grants	<u>9,777</u>	<u>29,389</u>
	<u>10,541</u>	<u>32,823</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Interest receivable	<u>6</u>	<u>16</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	Promotion of libraries in education £	Total activities £
Publication sales	7,434	8,546
Membership and subscribers	169,951	198,887
School librarian sales	32,276	30,763
Training courses	18,914	30,235
Job advertisement income	11,159	2,381
Other income	<u>21,800</u>	<u>15,754</u>
	<u>261,534</u>	<u>286,566</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Support costs (see note 8) £	Totals £
Promotion of libraries in education	<u>70,748</u>	<u>243,445</u>	<u>314,193</u>

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Course expenses and publications	51,366	44,943
Specialists	1,682	11,646
Advertising & Marketing	2,450	5,089
Award expenditure	<u>15,250</u>	<u>2,981</u>
	<u>70,748</u>	<u>64,659</u>

THE SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****8. SUPPORT COSTS**

	Other £	Governance costs £	Totals £
Promotion of libraries in education	<u>229,458</u>	<u>13,987</u>	<u>243,445</u>

Exceptional items

During the previous year the Association implemented a new accounting system and undertook a detailed review of the trade debtor balances as part of the implementation. The review identified £42,085 of trade debtor balances that were on the aged debtors listing, that were not recoverable. These balances were released to the Statement of Financial Activities in the year ended 31 March 2021 and included in exceptional items below.

Also as part of the implementation of the new accounting system the Association undertook a detailed review of the award creditor balances. The review identified £10,596 of award balances that should have been released to the Statement of Financial Activities. These balances were credited to exceptional items below.

The net effect of the exceptional items on the Statement of Financial Activities for the year ended 31 March 2021 was £31,489.

Support costs, included in the above, are as follows:

	2022	2021
	Promotion of libraries in education £	Total activities £
Wages	181,264	152,830
Establishment expenses	6,266	5,483
Postage, stationery and office supplies	4,662	1,606
IT & Software Costs	6,146	7,121
Bank charges	1,472	1,254
General Administration	16,659	14,431
Foreign Currency Variances	45	311
Exceptional item	-	31,489
Staff training	2,291	1,785
Amortisation of intangible fixed assets	3,870	3,870
Depreciation of tangible fixed assets	5,534	4,326
Interest payable	1,249	1,327
Accountancy fees	8,218	10,503
Legal and professional fees	767	-
Board travel and meeting costs	5,002	-
	<u>243,445</u>	<u>236,336</u>

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

9. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Depreciation - owned assets	5,534	4,326
Computer software amortisation	3,870	3,870
Independent examiner - fee for accounts and independent examination	3,950	3,950
Independent examiner - fee for other services	4,268	6,336
Previous independent examiner - fee for accounts, independent examination and other services	-	217

10. TRUSTEES' REMUNERATION AND BENEFITS

None of the trustees were employed by the Association or received any remuneration from the Association under a contract of employment during the year or the previous year.

Trustees' expenses

Expenses for travel, subsistence and accommodation totalling £673 (2021: £nil) were reimbursed to seven trustees.

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	181,264	152,830
	181,264	152,830

Wages and salaries above includes cost of wages, employers national insurance and pension. Pension costs in the period totalled £9,133 (2021: £8,987).

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

	2022	2021
	6	5

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

THE SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,433	29,390	32,823
Charitable activities			
Promotion of libraries in education	286,566	-	286,566
Investment income	<u>16</u>	<u>-</u>	<u>16</u>
Total	290,015	29,390	319,405
EXPENDITURE ON			
Charitable activities			
Promotion of libraries in education	298,014	2,981	300,995
NET INCOME/(EXPENDITURE)	(7,999)	26,409	18,410
RECONCILIATION OF FUNDS			
Total funds brought forward	256,943	-	256,943
TOTAL FUNDS CARRIED FORWARD	<u>248,944</u>	<u>26,409</u>	<u>275,353</u>

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2021 and 31 March 2022	<u>18,437</u>
AMORTISATION	
At 1 April 2021	8,762
Charge for year	<u>3,870</u>
At 31 March 2022	<u>12,632</u>
NET BOOK VALUE	
At 31 March 2022	<u>5,805</u>
At 31 March 2021	<u>9,675</u>

THE SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****14. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2021	190,401	18,873	209,274
Additions	-	7,623	7,623
At 31 March 2022	190,401	26,496	216,897
DEPRECIATION			
At 1 April 2021	7,216	16,110	23,326
Charge for year	3,608	1,926	5,534
At 31 March 2022	10,824	18,036	28,860
NET BOOK VALUE			
At 31 March 2022	179,577	8,460	188,037
At 31 March 2021	183,185	2,763	185,948

15. STOCKS

	2022 £	2021 £
Finished goods	3,971	4,470

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	58,188	52,266
Other debtors	1,344	3,667
Prepayments and accrued income	5,187	5,716
	64,719	61,649

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Bank loans and overdrafts (see note 19)	3,560	3,382
Trade creditors	805	1,599
Social security and other taxes	4,154	3,717
VAT	5,764	5,186
Other creditors	8,610	10,045
Accruals and deferred income	173,483	119,280
	196,376	143,209

Deferred income relates to membership and school librarian subscriptions released in line with the period of membership and income received in advance for a course in the following financial period.

Deferred income brought forward was £112,930 (2021: £132,989) and this was all released to the profit and loss account in the year. Deferred income carried forward is £168,783 (2021: £112,930).

THE SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2022	2021
	£	£
Bank loans (see note 19)	<u>36,613</u>	<u>40,261</u>

19. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,560</u>	<u>3,382</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>3,560</u>	<u>3,382</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>10,680</u>	<u>10,147</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans - more than 5 years	22,373	26,732

20. SECURED DEBTS

The following secured debts are included within creditors:

	2022	2021
	£	£
Bank loans	<u>40,173</u>	<u>43,643</u>

The bank loan is secured by a Mortgage Deed over the freehold property owned by the Association.

21. MOVEMENT IN FUNDS

	At 1.4.21	Net movement	Transfers	At
	£	in funds	between	31.3.22
		£	funds	£
Unrestricted funds				
General fund	242,944	(36,639)	2,250	208,555
Future Building Works	<u>6,000</u>	<u>-</u>	<u>-</u>	<u>6,000</u>
	248,944	(36,639)	2,250	214,555
Restricted funds				
Awards	<u>26,409</u>	(5,473)	(2,250)	18,686
TOTAL FUNDS	<u>275,353</u>	<u>(42,112)</u>	<u>-</u>	<u>233,241</u>

THE SCHOOL LIBRARY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****21. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	262,304	(298,943)	(36,639)
Restricted funds			
Awards	9,777	(15,250)	(5,473)
TOTAL FUNDS	<u>272,081</u>	<u>(314,193)</u>	<u>(42,112)</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	250,943	(7,999)	242,944
Future Building Works	6,000	-	6,000
	256,943	(7,999)	248,944
Restricted funds			
Awards	-	26,409	26,409
TOTAL FUNDS	<u>256,943</u>	<u>18,410</u>	<u>275,353</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	290,015	(298,014)	(7,999)
Restricted funds			
Awards	29,390	(2,981)	26,409
TOTAL FUNDS	<u>319,405</u>	<u>(300,995)</u>	<u>18,410</u>

Restricted funds includes £18,686 (2021: £26,409) of monies received by the Association, with restrictions that the monies must be used in connection with Awards and Campaigns. This includes monies held on behalf of the Great School Library campaign. This campaign is run jointly by CILIP, CILIP SLG and SLA, and SLA holds the operational funds.

Following the move to premises owned by the Association a decision was made to create a designated reserve for future refurbishment costs of the premises. The reserve remained unchanged in the year at £6,000.

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

21. MOVEMENT IN FUNDS - continued

Transfers between funds

Some of the agreements for the restricted fund monies received by the Association state part of the funds can be used for administration support and printing. During the year £2,250 of the restricted funds were used for administration support and printing and have been transferred to unrestricted funds where these costs are allocated.

22. RELATED PARTY DISCLOSURES

During the year the Association paid trustees £644 (2021: £1,090) in connection with the provision of training and publication services.

The Articles of Association of the Association state, "a Director or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the Association where that is permitted in accordance with, and subject to the conditions in, Section 185 and 186 of Charities Act 2011."

Accounts

REGISTERED COMPANY NUMBER: 00552476 (England and Wales)
REGISTERED CHARITY NUMBER: 313660 (England and Wales)
REGISTERED CHARITY NUMBER: SC039453 (Scotland)

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
FOR
THE SCHOOL LIBRARY ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)

Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

THE SCHOOL LIBRARY ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2021

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THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have 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 AND ACTIVITIES

The objects set out in the Articles of Association can be summarised as the promotion of libraries in schools and colleges.

The Association's objects are specifically restricted to the following:

- to encourage for educational and recreational ends the provision, organisation and use of libraries in schools and colleges,
- to advise on the training and qualifications of school librarians, to establish courses and other forms of training in school librarianship and to award diplomas and other certificates of competence therein provided always that no diploma or certificate issued by the Association shall contain any statement expressing or implying that it is granted by or under the authority of the Department for Education or any other government department or authority,
- to provide and maintain libraries for the purpose of promoting the objects of the Association,
- to print, publish and distribute books, magazines, periodicals and publications of all kind with a view to promoting the objects of the Association, and in particular to print and publish the periodical known as "The School Librarian".

The Association carries out these objects for the public benefit by:

- Providing a telephone helpline to any enquirer in relation to school libraries and their staffing.
- Providing a publications programme, training opportunities and a website - all of practical help to school librarians.
- Advocating the use of, and good practice in, school libraries in public arenas and by working in partnership with other organisations to raise the profile of school libraries.
- Activities which promote libraries and literacy to all.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake. All our charitable activities are undertaken to further our charitable purposes for the public benefit.

THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2021**

ACHIEVEMENT AND PERFORMANCE

This year has been a challenging one, but in being forced to reconsider our basics we have ended up confronting and dealing with many issues, which we believe will leave us in a stronger position for the long term.

Shortly after the initial lockdown was announced in March 2020, the board agreed to hold online board meetings, and, in response to the new format, to hold shorter meetings more often. This ensured the board were able to be kept fully informed and provided them with the ability to be agile and deal with any concerns in a timely fashion.

Despite the challenges we have continued to move forward with plans to ensure the Association's long term survival and we have had some successes, particularly around the impact an increased digital offer has had.

Impact of COVID

The impact of COVID has meant we re-focused our energy on providing resources, support and events to our members and the public. Many school staff struggled to adjust to the new situation due to barriers they were experiencing; while others pivoted services with relative ease, and continued to support children despite schools being closed. The full extent of the impact on lockdowns on schools, school staff, and children is not fully understood at the current time. In conjunction with CILIP and the CILIP School Libraries Group a COVID working group was formed in order to collate knowledge and deliver guidance to schools in relation to their libraries.

The Association took immediate action to move training online and then added virtual events to the training programme; these have been received well by school library staff and many of which have been free to members, and low cost to others.

The pandemic also had an impact on staffing; with many re-assessing their options, leading to a high rate of staff turnover during this year.

Services

Despite the difficulties and uncertainty the Association continued to provide core services in this time of need.

Training - Our training programme very quickly became entirely digital. The Association has organised 47 webinars, of which many were free to members and all were low cost for all. We initiated two new events: Meet the Creator and 'Richard Gerver in Conversation with...' both of which are free to members.

Publications - Our publications programme was impacted by COVID on many fronts, however the Association published Pupil Wellbeing and Mental Health by Barbara Band (ISBN 978-1-911222-25-5); Improving Literacy: Tracking Efficiency and Impact in the school Library by Karan Kaur (free download) and Reading Science for Pleasure: promoting the experience in primary and secondary schools by Ruth Jarman and Joy Alexander (9781911222279). We also created another free download which will be discussed later.

Wider public benefit

The Association immediately reacted to the pandemic by creating a 'School closure resources' page which collected and curated the best resources which educators and parents could use to deliver distanced or home learning. This quickly developed into two pages, and they were by far the most visited pages of our website over the year.

We worked in partnership with The Reading Agency and DfE to contribute resources to the Reading Together Day which focused on family reading time. A whole range of resources were available for a short time, and some remain available - most notably a video with Top Tips on home reading by Alec Williams.

Given the success of this video we then worked with Alec to deliver a downloadable guide on encouraging reading for pleasure. Given the recovery and pressure on children's wellbeing and to 'catch up', we felt it was imperative that school staff felt confident and comfortable in encouraging reading for pleasure, and aware of all the benefits that reading for pleasure delivers to children (and staff). This remains freely available to all.

Advocacy

School libraries have been in a complex situation, with the consequences of the pandemic varying hugely for different members. Given this we took part in UK Parliament in a 'light touch' way; as many school libraries were struggling at this time. The Association continued to support the Great School Libraries campaign, which has been active throughout the pandemic; particularly collecting case studies of work continuing despite the circumstances.

The Information Book Award continued, all be it in an online capacity, and although the School Librarian of the Year Award announced a short list, the Award was paused until such time as judging could take place in a fair and consistent way. We are hugely grateful to Hachette Children's Book Group, Peters, the Foyle Foundation and Macmillan Children's Books for their unwavering support during this period.

THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2021**

Activity in Scotland

The Scottish branch particularly felt the impact of COVID, with the pandemic preventing any in person meetings, and technical difficulties, and difference in regionally permitted platforms causing significant complications. Despite this, the Scottish branch hold an online meeting for members on 9th December 2020 and Rachel Laburn from the Scottish Book Trust joined to talk about the First Minister's Reading Challenge. We aim to re-prioritise our activity in Scotland over the forthcoming year.

Other branch activity

All the branches have been impacted in differing ways with some finding online meetings more suited to their members than others. However, in this hugely challenging year, a huge thanks from all those at the SLA goes to those brilliant individuals who keep the branches going; they are a huge source of support and networking for members and will continue to play a significant role in the SLA offer moving forward.

FINANCIAL REVIEW

Financial position

This year also saw a period of financial change, with a new financial system, new accountants, and a VAT Review being undertaken. It was agreed that any surplus income generated from training would be used to support the SLA as a whole. The Chair undertook a financial self-assessment, and the knowledge of the newly recruited financial trustee has proved invaluable.

We do not employ any external professional fundraisers or consultants and we are very careful to abide by all legislation and best practice in this space.

Reserves policy

Reserves Policy Purpose:

The purpose of this reserves policy is to ensure the charity has a level of working capital that protects its continuity, enables it to remain solvent, and continue to deliver its core purpose.

Reserves are classified as funds that are unrestricted - so not restricted or allocated for any specific purpose or project.

Unrestricted reserves to be held:

Required unrestricted reserve - £150,000.

This incorporates 2 full quarters of expenditure at £65,000 per quarter and a contingency of £20,000.

Planned expenditure includes the single biggest item in the expenditure (other than salaries) which is the annual weekend course.

Level of reserves would be sufficient in an emergency situation to allow for a structured, planned and controlled wind-down of the charity.

THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, Articles of Association of School Library Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The liability of each member is limited to £0.50, being the amount that each member undertakes to contribute to the assets of the Association in the event of it being wound up.

Governance

Governance has been a core focus for the board this year. Many improvements have been introduced: strategic leads, a board secretary role, skills audits, trustee time with the CEO, formalised discussion of the risk register and increased use of working groups to become a more 'agile' Association; working on something for focused, time limited periods.

Two new trustees were recruited: this was an open recruitment, with the process involving candidates applying, then being interviewed by a small number of trustees, those with the most appropriate skillset being put forward to the members for election.

The board also spent some focused time on a governance review utilising resources from the Association of Chairs, Charity Governance Code and the Governance Wheel. These sessions led to suggestions for areas of improvement being pulled forward to the strategic review.

AGM

The AGM last year took place online and saw a much higher turnout than is usually expected for such an event. It was agreed by the Board that this would be preferable for future (dependent on approval from the Charity Commission).

Strategy

The Association refined the strategic aims in light of COVID, and has developed plans for a wide consultation to develop a new 5 year strategy over the coming year.

The Association also managed to secure Richard Gerver to take over the SLA Presidency when Chris Riddell stepped down. This was a key achievement given Richard's standing in the educational community and the strategic aim of showing school libraries as part of the educational landscape.

Staffing

As mentioned above, this year has seen increased turnover, with three members of staff leaving. However promising finances meant we were able to fill two positions, with the remaining place being advertised shortly.

The Board also established an Employment Committee to ensure fairness and consistency across pay, and the CEO's performance review was conducted by the Chair and Vice Chair before being reported to the board.

Last year we reported our gender pay gap for the first time, however the Association currently has no male employees.

CIO Conversion

Notwithstanding the pressures, immediate concerns and changes taking place over the course of this year, the Association has continued planning for the future, with discussions and preparation for converting to a Charitable Incorporated Institution. The proposal was delayed, and instead will go to Members at the 2021 AGM to be voted on.

THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

00552476 (England and Wales)

Registered Charity number

313660 (England and Wales)

SC039453 (Scotland)

Registered office

1 Pine Court
Kembrey Park
Swindon
Wiltshire
SN2 8AD

Trustees

S C Bastone
J Bradford (appointed 6.7.20)
A M Deaville
A A Guyon
K Kaur
J M Kelly (resigned 24.6.21)
A A Kennedy
S A King
L J Maxwell (resigned 24.6.21)
S L Middleton
M Pemberton (resigned 24.6.21)
A Whiteford (appointed 6.7.20)
E E Krajewski (resigned 6.7.20)
L G Martin (resigned 6.7.20)
A McKay (resigned 6.7.20)
V S Dilly (appointed 24.6.21)
E M Firth (appointed 24.6.21)
R Horsman (appointed 24.6.21)

Company Secretary

A J C Tarrant

Independent Examiner

Graham Taylor
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Chief Executive

A J C Tarrant

THE SCHOOL LIBRARY ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

FROM THE CHAIR

As you can see from this report, the SLA has moved forward at a rapid pace over the past year, notwithstanding the pandemic. The Trustees would like to thank the CEO and SLA team for sterling efforts during the pandemic, ensuring that the Association has become stronger and benefitted from the situation, rather than what might have been the opposite. We are sure members have noticed the increased online resources and training opportunities and this will continue to be a focus for us.

As already stated, the trustees have focussed heavily on improving our governance. Charity Commission rules have tightened considerably in recent years and we are now confident that we are fully compliant and aware of our risks and obligations. We are also excited to be planning a new 5-year Strategy 2022-27 and there will be an opportunity for members to feed into this over the coming months.

Finally, I would personally like to thank all the trustees for their commitment and flexibility over this past year. Every one of them has been involved in working groups and many meetings, serving you, our members, as well as their many other commitments. We thank Joan Kelly and Lucas Maxwell who are stepping down at our AGM for their contribution over the past three years. At that time, once members have voted, we will be electing new trustees to take their place.

Thank you to all our members for their continued support.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 29/7/21..... and signed on its behalf by:


.....
S C Bastone - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE SCHOOL LIBRARY ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 44 (1) (c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

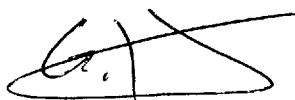
Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

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

- 1 accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
- 2 the accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Graham Taylor
Institute of Chartered Accountants in England and Wales
Langdowns DFK Limited
Chartered Accountants
Fleming Court
Leigh Road
Eastleigh
Southampton
Hampshire
SO50 9PD

Date: 20th August 2021

THE SCHOOL LIBRARY ASSOCIATION

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	3,433	29,390	32,823	-
Charitable activities	5				
Promotion of libraries in education		286,566	-	286,566	361,552
Investment income	4	16	-	16	31
Total		290,015	29,390	319,405	361,583
EXPENDITURE ON					
Charitable activities	6				
Promotion of libraries in education		298,014	2,981	300,995	378,301
NET INCOME/(EXPENDITURE)		(7,999)	26,409	18,410	(16,718)
RECONCILIATION OF FUNDS					
Total funds brought forward		256,943	-	256,943	273,661
TOTAL FUNDS CARRIED FORWARD		248,944	26,409	275,353	256,943

The notes form part of these financial statements

THE SCHOOL LIBRARY ASSOCIATION

BALANCE SHEET
31 MARCH 2021

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Intangible assets	13	9,675	-	9,675	13,545
Tangible assets	14	185,948	-	185,948	190,274
		195,623	-	195,623	203,819
CURRENT ASSETS					
Stocks	15	4,470	-	4,470	10,259
Debtors	16	61,649	-	61,649	103,928
Cash at bank and in hand		170,672	26,409	197,081	183,226
		236,791	26,409	263,200	297,413
CREDITORS					
Amounts falling due within one year	17	(143,209)	-	(143,209)	(200,370)
NET CURRENT ASSETS		93,582	26,409	119,991	97,043
TOTAL ASSETS LESS CURRENT LIABILITIES		289,205	26,409	315,614	300,862
CREDITORS					
Amounts falling due after more than one year	18	(40,261)	-	(40,261)	(43,919)
NET ASSETS		248,944	26,409	275,353	256,943
FUNDS	21				
Unrestricted funds				248,944	256,943
Restricted funds				26,409	-
TOTAL FUNDS				275,353	256,943

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

THE SCHOOL LIBRARY ASSOCIATION

BALANCE SHEET - continued
31 MARCH 2021

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

The financial statements were approved by the Board of Trustees and authorised for issue on 29/7/21 and were signed on its behalf by:

S Bastone

S C Bastone - Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. STATUTORY INFORMATION

The School Library Association is a private company, limited by guarantee without share capital, registered in England and Wales. The company's registered number and registered office address can be found in the Report of the Trustees.

The presentation currency of the financial statements is the Pound Sterling (£).

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Trading income is recognised when the goods or service is provided.

Income from membership subscriptions is recognised in the period to which it relates. Membership subscription income received in connection with a future period is included as deferred income in the Balance Sheet.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date if the fair value can be measured reliably.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computer Software - 25% straight line basis

Computer Software includes the costs of website and database development.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Freehold property	- 2% straight line
Fixtures and fittings	- 15% - 25% on reducing balance

Tangible fixed assets of a value of greater than £50 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation

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

Fund accounting

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

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

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

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	3,434	-
Award donations and grants	29,389	-
	<u>32,823</u>	<u>-</u>

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

4. INVESTMENT INCOME

	2021	2020
	£	£
Interest receivable	16	31

5. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	Promotion of libraries in education	Total activities
	£	£
Publication sales	8,546	9,893
Membership and subscribers	198,887	198,088
School librarian sales	30,763	7,740
Training courses	30,235	94,791
Job advertisement income	2,381	3,017
Advertising revenue	-	28,292
Other income	15,754	19,731
	286,566	361,552

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Promotion of libraries in education	64,659	236,336	300,995

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Course expenses and publications	44,943	39,356
Specialists	11,646	-
Advertising & Marketing	5,089	-
Award expenditure	2,981	-
	64,659	39,356

8. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Promotion of libraries in education	225,833	10,503	236,336

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

8. SUPPORT COSTS - continued

Exceptional items

During the year the Association implemented a new accounting system and undertook a detailed review of the trade debtor balances as part of the implementation. The review identified £42,085 of trade debtor balances that were on the aged debtors listing, that were not recoverable. These balances have been released to the Statement of Financial Activities and included in exceptional items below.

Also as part of the implementation of the new accounting system the Association undertook a detailed review of the award creditor balances. The review identified £10,596 of award balances that should be released to the Statement of Financial Activities. These balances have been credited to exceptional items below.

The net effect of the exceptional items on the Statement of Financial Activities is £31,489.

Support costs, included in the above, are as follows:

	2021	2020
	Promotion of libraries in education £	Total activities £
Wages	152,830	174,087
Establishment expenses	5,483	12,750
Postage, stationery and office supplies	1,606	19,157
Branch expenditure	-	1,377
Awards expenditure	-	16,250
Other costs	-	16,783
Course and conference expenditure	-	82,433
IT & Software Costs	7,121	-
Bank charges	1,254	-
General Administration	14,431	-
Foreign Currency Variances	311	-
Exceptional item	31,489	-
Staff training	1,785	-
Amortisation of intangible fixed assets	3,870	-
Depreciation of tangible fixed assets	4,326	-
Interest payable and sim chs	1,327	-
Accountancy fees	10,503	9,209
Board travel and meeting costs	-	6,899
	236,336	338,945

9. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets	4,326	4,788
Computer software amortisation	3,870	1,935
Independent examiner - fee for accounts and independent examination	3,950	-
Independent examiner - fee for other services	6,336	-
Previous independent examiner - fee for accounts, independent examination and other services	217	9,209

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

10. TRUSTEES' REMUNERATION AND BENEFITS

None of the trustees were employed by the Association or received any remuneration from the Association under a contract of employment during the year or the previous year.

Trustees' expenses

Expenses for travel, subsistence and accommodation totalling £nil (2020: £6,899) were paid to trustees.

11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	152,830	174,087
	152,830	174,087

Wages and salaries above includes cost of wages, employers national insurance and pension.

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

	2021	2020
	5	6
Charitable activities	5	6

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

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Promotion of libraries in education	361,552	-	361,552
Investment income	31	-	31
Total	361,583	-	361,583
EXPENDITURE ON			
Charitable activities			
Promotion of libraries in education	378,301	-	378,301
NET INCOME/(EXPENDITURE)	(16,718)	-	(16,718)
RECONCILIATION OF FUNDS			
Total funds brought forward	273,661	-	273,661
TOTAL FUNDS CARRIED FORWARD	256,943	-	256,943

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2020 and 31 March 2021	18,437
AMORTISATION	
At 1 April 2020	4,892
Charge for year	3,870
At 31 March 2021	8,762
NET BOOK VALUE	
At 31 March 2021	9,675
At 31 March 2020	13,545

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2020 and 31 March 2021	190,401	18,873	209,274
DEPRECIATION			
At 1 April 2020	3,608	15,392	19,000
Charge for year	3,608	718	4,326
At 31 March 2021	7,216	16,110	23,326
NET BOOK VALUE			
At 31 March 2021	183,185	2,763	185,948
At 31 March 2020	186,793	3,481	190,274

15. STOCKS

	2021 £	2020 £
Finished goods	4,470	10,259

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	52,266	100,485
Other debtors	3,667	3,443
Prepayments and accrued income	5,716	-
	61,649	103,928

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Bank loans and overdrafts (see note 19)	3,382	3,100
Trade creditors	1,599	656
Social security and other taxes	3,717	3,741
VAT	5,186	6,700
Other creditors	10,045	41,486
Accruals and deferred income	119,280	144,687
	<u>143,209</u>	<u>200,370</u>

Deferred income relates to membership and school librarian subscriptions released in line with the period of membership.

Deferred income brought forward was £132,989 (2020: £148,301) and this was all released to the profit and loss account in the year. Deferred income carried forward is £112,930 (2020: £132,989).

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 19)	<u>40,261</u>	<u>43,919</u>

19. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>3,382</u>	<u>3,100</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>3,382</u>	<u>3,100</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>10,147</u>	<u>9,299</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans - more than 5 years	26,732	31,520

20. SECURED DEBTS

The following secured debts are included within creditors:

	2021	2020
	£	£
Bank loans	<u>43,643</u>	<u>47,019</u>

The bank loan is secured by a Mortgage Deed over the freehold property owned by the Association.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

21. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	250,943	(7,999)	242,944
Future Building Works	6,000	-	6,000
	<u>256,943</u>	<u>(7,999)</u>	<u>248,944</u>
Restricted funds			
Awards	-	26,409	26,409
	<u>-</u>	<u>26,409</u>	<u>26,409</u>
TOTAL FUNDS	<u>256,943</u>	<u>18,410</u>	<u>275,353</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	290,015	(298,014)	(7,999)
Restricted funds			
Awards	29,390	(2,981)	26,409
	<u>29,390</u>	<u>(2,981)</u>	<u>26,409</u>
TOTAL FUNDS	<u>319,405</u>	<u>(300,995)</u>	<u>18,410</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	267,661	(16,718)	250,943
Future Building Works	6,000	-	6,000
	<u>273,661</u>	<u>(16,718)</u>	<u>256,943</u>
TOTAL FUNDS	<u>273,661</u>	<u>(16,718)</u>	<u>256,943</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	361,583	(378,301)	(16,718)
	<u>361,583</u>	<u>(378,301)</u>	<u>(16,718)</u>
TOTAL FUNDS	<u>361,583</u>	<u>(378,301)</u>	<u>(16,718)</u>

Restricted funds includes £26,409 of monies received by the Association, with restrictions that the monies must be used in connection with Awards and Campaigns. This includes monies held on behalf of the Great School Library campaign. This campaign is run jointly by CILIP, CILIP SLG and SLA, and SLA holds the operational funds.

THE SCHOOL LIBRARY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

21. MOVEMENT IN FUNDS - continued

Following the move to premises owned by the Association a decision was made to create a designated reserve for future refurbishment costs of the premises. The reserve remained unchanged in the year at £6,000.

22. RELATED PARTY DISCLOSURES

During the year the Association paid trustees £1,090 in connection with the provision of training and publication services.

The Articles of Association of the Association state, "a Director or connected person may enter into a contract for the supply of services, or of goods that are supplied in connection with the provision of services, to the Association where that is permitted in accordance with, and subject to the conditions in, Section 185 and 186 of Charities Act 2011."