

# THE REED EDUCATIONAL TRUST LIMITED

England & Wales · Charity number 328347

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [02420409](#)

**Registered** 1989-09-19

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

## Contact

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**Address** 4th Floor  
Academy Court  
94 Chancery Lane  
London  
WC2A 1DT

**Phone** 0207 6162412

**Email** [chris.legge@reed.com](mailto:chris.legge@reed.com)

## Activities

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**Objects:** TO PROMOTE AND PROVIDE FOR THE ADVANCEMENT OF EDUCATION IN ACCOUNTANCY OR OTHERWISE FOR THE PUBLIC BENEFIT (WHETHER IN THE UNITED KINGDOM OR ELSEWHERE) AND IN CONNECTION THEREWITH TO CONDUCT CARRY ON ACQUIRE AND DEVELOP IN THE UNITED KINGDOM OR ELSEWHERE ANY COLLEGE OR SCHOOL OF ACCOUNTANCY OR OTHERWISE FOR THE EDUCATION OF THE MEMBERS OF THE PUBLIC. (WHETHER IN THE UNITED KINGDOM OR ELSEWHERE).

**Activities:** The Reed Educational Trust provides residential and non-residential accredited professional accountancy, financial and developmental courses, nurturing the developing careers of student professionals.

## Classification

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- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- **Area of benefit:** UNITED KINGDOM OR ELSEWHERE
- Warwickshire

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£2,004,270	£70,390	£3,187,871	0
2024-06-30	£3,466,691	£3,580,569	£1,839,986	25
2022-12-31	£2,307,699	£2,313,078	£1,953,864	22
2021-12-31	£2,061,665	£1,909,615	£1,959,243	18
2020-12-31	£2,112,187	£1,904,976	£1,807,193	22

## Trustees

Name	Role	Appointed
<b>James Reed</b>	Chair	2014-09-23
ASAD FAZAL NOORANI		2012-09-04
Alexandra Fenn		2024-10-24
JANET LINDA WESTON		2024-10-24
PETER GORDON GREEN		
STELLA SHAW		2014-09-23
Sophia Charlotte Maynell		2024-10-24

**THE REED EDUCATIONAL TRUST LIMITED**

England & Wales - Charity number 328347

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# Accounts

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**THE REED EDUCATIONAL TRUST  
LIMITED**

**(A company limited by guarantee)**

**Report and Financial Statements**

**For the year ended 30 June 2025**

**Charity number: 328347**

**Company number: 02420409**

**THE REED EDUCATIONAL TRUST LIMITED**

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## THE REED EDUCATIONAL TRUST TRUSTEES' ANNUAL REPORT

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The Trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report together with the financial statements of the Charitable Company for the year ended 30 June 2025. The comparative period reports the long period from 1 January 2023 to 30 June 2024. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP) 'Accounting and Reporting by Charities' effective from January 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

### Reference and Administrative Details

INCORPORATED	in England on 6 September 1989
COMPANY NUMBER	02420409
REGISTERED CHARITY NUMBER	328347
REGISTERED OFFICE	The Manor Little Compton Moreton in Marsh Gloucestershire GL56 0RZ

### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees. The Trustees serving during the period and since the year end were as follows:

Sir Alec Reed CBE FCMA (resigned 2 December 2025)<sup>1</sup>  
 Peter Green<sup>1</sup>  
 Asad Noorani FCA<sup>1</sup>  
 James Reed CBE CCMi FCIPD MBA AA<sup>1</sup>  
 Stella Shaw<sup>1</sup>  
 Sophia Maynell <sup>1</sup>  
 Janet Weston <sup>1</sup>  
 Alexandra Fenn <sup>1</sup>

<sup>1</sup> denotes both a Director and a Trustee

SECRETARY	Stella Shaw
AUDITORS	Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX
BANKERS	HSBC 1-3 Bishopsgate London EC2N 3AQ

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Structure, Governance and Management**

#### Governing Document

The company is a charitable company, limited by guarantee and was set up on 6 September 1989. It is governed by a Memorandum and Articles of Association.

#### Appointment of Trustees

Trustees are elected by the Trust at the Annual General Meeting of the Trust to serve for a period of three years or less and at least one Trustee retires at each Annual General Meeting. A retiring Trustee may be reappointed.

#### Trustee induction

New Trustees are briefed on their obligations as Trustees, the structure and administration, plans and performance of the charity, and relevant current issues. They are provided with information on all the charity's educational courses and are invited to attend any of the lectures. They receive a tour of the Manor and accommodation properties and are introduced to employees. Trustees are encouraged to attend external training courses pertinent to their role.

#### Organisation

The Board of Trustees, which governs the charity, consist of seven persons. The Board meets bi-annually and delegates authority to an appointed Trustee for the day-to-day Management of the charity.

There were no employees in the current or prior period.

#### Related parties

Prior to the disposal of the trading subsidiary, the group operated from premises rented from The Reed Foundation. Following the transaction, the charitable company operates from the Chairmans' office via online meetings with the Trustees.

There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, The Reed Educational Trust Limited, including James Reed who have material interest in Reed Global Limited.

#### Risk Management

The Trustees regularly identify and review the major risks to which the charity is exposed. They ensure that the appropriate systems are in place to manage and mitigate those risks.

### **Objectives and activities**

The objectives of the charity are to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the United Kingdom or elsewhere) and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom or elsewhere any college or school of accountancy or otherwise for the education of the members of the public (whether in the United Kingdom or elsewhere).

During the year the Charitable Company disposed of its subsidiary, Reed Business School, to Reed Global Limited.

The Charitable Company continues to promote and advance education by donating funds to educational projects that help those in poverty and those who cannot afford educational fees.

### **Public Benefit**

The main objective of the Reed Educational Trust is to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the UK or elsewhere).

The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary guidance on the advancement of education and fee-charging.

In order to ensure that those who cannot afford fees and those in poverty are not excluded from the opportunity to benefit from education, the Trust has donated a proportion of its income to various educational charities.

It is the intention that this will be more widely promoted to the Charity sector to support Charities who are facing huge funding challenges as a direct result of the impact of the COVID-19 pandemic.

**THE REED EDUCATIONAL TRUST LIMITED  
TRUSTEES' ANNUAL REPORT (continued)**

**Public Benefit (continued)**

<b>Bursaries to charities</b>	<b>£</b>
<b>2025</b>	<u>633</u>
<b>2023-2024</b>	<u>1,133</u>

During the period ended 30 June 2024, Donations were made, in line with the Trust's educational objectives, via the Big Give Christmas Challenge organisation and the gardens of The Manor were opened via the NGS.

<b>Other donations to charities:</b>	<b>£</b>
<b>NGS Open Gardens</b>	<b>382</b>
<b>Big Give Christmas Challenge 2023</b>	<b>21,000</b>
<i>Donations were made to Roger Lupton Scholarships, Sedbergh School</i>	
<b>Long period to 30 June 2024</b>	<u><b>21,382</b></u>

\*A total of £nil (2024: £21,000) pledges matched in the year. £Nil (2024: £21,000) donation provided in 2025 with £Nil rolled over from 2024.

**Fundraising activities**

The Charitable Company has registered with the fundraising regulator. The aim of the regulator is to ensure that fundraising is respectful, honest, open and accountable to the public.

All fundraising activities are directly managed by Charitable Company staff. We do not engage third parties to raise funds on our behalf. We are mindful that no fundraising should be unreasonably persistent or apply undue pressure on anyone or intrude on anyone's privacy.

**Pass-Rates Overview 1st July 2024 to 13th April 2025**

**ICAEW** results have continued to compare favourably with the national first-time pass rates at Certificate, Professional and Advanced Levels. Totalling all first-time sittings between July 2024 and mid-April 2025, Reed Business School Certificate Level courses achieved a pass rate average of 92.6%, compared to the ICAEW combined rate of 84.9%. Professional Level results overall in Dec-25 achieved a pass rate of 88.4% compared to the national pass rate of 82.0%. The Advanced Level sittings in July and November 2024 achieved 100% in all three papers respectively; compared to the national total pass rate of 86.2%.

**ACCA** results were substantially higher than the average worldwide pass rates with Reed Business School achieving 99% at Applied Knowledge Level compared to 83% globally, 85% compared to 48% globally in the December sitting at Applied Skills Level and 75% compared to 45% globally at the Strategic Professional Level. Overall, 7 of the 16 papers at those levels achieved a 100% pass rate in this period.

During the academic year of 24/25 we had a total of 293 apprentices on-programme (incl. withdrawals and completions). This included 120 new starters, which is an increase of 37 new starters against the total new starters of the 23/24 academic year of 83.

**Delegate Day Overview**

- Total delegate days between 1<sup>st</sup> July 2024 until 13<sup>th</sup> April 2025 were 6795, compared to 7252 (1<sup>st</sup> July 2024 - 13<sup>th</sup> April 2025)
  - ICAEW delegate days between 1<sup>st</sup> July 2024 until 13<sup>th</sup> April 2025 were 4169, 4623 (1<sup>st</sup> July 2024 – 13<sup>th</sup> April 2025)
  - ACCA delegate days between 1<sup>st</sup> July 2024 until 13<sup>th</sup> April 2025 were 1567, compared to 1656 (1<sup>st</sup> July 2024 - 13<sup>th</sup> April 2025)
- CIMA delegate days between 1<sup>st</sup> July 2024 until 13<sup>th</sup> April 2025 were 99, compared to 262 (1<sup>st</sup> July 2024 -13<sup>th</sup> April 2025)

**Pay Policy**

All Trustees give their time freely and no trustee received remuneration in the period for that post. Details of trustees' expenses and related party transactions are disclosed in notes 6 and 18 of these financial statements. There are no employees.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Financial Review

The end of year Total Income increased by £1,874,774 to £2,004,270 (2024: £129,496) following the sale of the subsidiary during the year. Total expenditure has decreased by £57,772 to £70,390 (2024: £128,162); included in these figures are the charitable donations made in the year £663 (2024: £22,515) given to Educational Charities and bursaries. Expenditure relating to the provision of courses and accommodation decreased to £69,727 (2024: £105,647).

### Investment Policy

Prior to the disposal of the subsidiary, aside from the grants and expenditure incurred on an ongoing basis to support the regular work of the Trust, any surplus funds that may become available are invested in the long term lease of property or freehold property that can be utilised to further support the work of the trust. Following the disposal of the subsidiary, any surplus funds are held by the Charitable Company to be used in future years.

### Reserves Policy and Going Concern

The Charity's funds at the end of 2025 were £3,187,871 (2024: £1,253,991). In the prior period, £493,213 of these total funds related to tangible assets in the form of properties used for residential facilities which were integral to the subsidiary providing accommodation facilities for its residential training courses. Following the sale of the subsidiary, there are no tangible fixed assets.

The Trustees agreed a reserves policy to maintain a level of unrestricted reserves to cover core expenditure which would allow the charity to carry on its activity in the event of financial difficulties.

Based on this the Trustees aim to hold sufficient unrestricted funds to cover the annual expenditure within the Trust based upon the latest financial statements.

### Plans for future periods

- On the 18<sup>th</sup> March 2025, The Trust obtained a consent order from the Charity Commission, authorising the members of Reed Educational Trust to vote in favour of a resolution under Section 190(1)(a) of the Compliance Act 2006. The Resolution approved the sale and transfer of assets from Reed Educational Trust to the non-charitable company Reed Global Limited.
- The approved transaction included the sale of the trading subsidiary, Reed Business School Limited, along with four associated properties.
- The sale was completed on 14<sup>th</sup> April 2025.
- Following completion, the Trustees agreed to deposit the proceeds across the Charities Aid Foundation (CAF) savings platform, aiming to minimise financial risk and invest the funds in short-term savings accounts.
- The Trustees are now in the process of reviewing a range of registered charities that align with the Trust's objectives. The intention is to distribute donations to support fundraising efforts that promote the advancement of education.

### Trustees' responsibilities in relation to the financial statements

The Trustees (who are the directors of Reed Educational Trust Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
  - Observe the methods and principles in the Charities SORP;
  - Make judgements and estimates that are reasonable and prudent;
  - State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
  - Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.
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**THE REED EDUCATIONAL TRUST LIMITED  
TRUSTEES' ANNUAL REPORT (continued)**

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The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclosure of information to auditors**

In so far the Trustees are aware of:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditors are aware of that information

**Auditors**

Auditors will be proposed for appointment in accordance with Section 487 of the Companies Act 2006.

**Small companies provision statement**

The Trustees have taken advantage of the small companies exemption provided by section 415A of the Companies Act 2006.

10/3/2026

Approved by order of the board of Trustees on ..... and signed on its behalf by:

*Peter Green*

.....  
**Peter Green**  
**Trustee**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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### **Opinion**

We have audited the financial statements of The Reed Educational Trust Limited for the period ended 30 June 2025 which comprise the Statement of Financial Activities, Balance Sheets, the Statement of Cash Flows and the related notes including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Charitable Company's affairs as at 30 June 2025, and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- The Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The Charitable Company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

### **Responsibilities of Trustees**

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

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

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006, Charity legislation and regulation and taxation laws;
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of the management. We corroborated our inquiries through our review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
  - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
  - testing the operating effectiveness of controls that prevent and detect fraud;

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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

### Use of our report

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

*Felicity Sang*

10/3/2026

.....  
**Felicity Sang**  
**(Senior Statutory Auditor)**

.....  
**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**  
**Cheltenham**

**THE REED EDUCATIONAL TRUST LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	Note	Unrestricted and Total Funds Year ended 30 June 2025 £	Unrestricted and Total Funds Period ended 30 June 2024 £
<b>Income and Endowments from</b>			
<b>Other trading activities:</b>			
Miscellaneous sales and other income	3	1,977,085	117,707
Investment income		27,185	11,789
<b>Total Income and Endowments</b>		<b>2,004,270</b>	<b>129,496</b>
<b>Expenditure on</b>			
<b>Charitable activities</b>			
Provision of courses and accommodation		69,727	105,647
Charitable donations		663	22,515
<b>Total expenditure</b>	4	<b>70,390</b>	<b>128,162</b>
<b>Net outgoing resources</b>		1,933,880	1,334
<i>Reconciliation of funds</i>			
Funds balances brought forward		1,253,991	1,252,657
<b>Total funds carried forward at 30 June 2025</b>		<b>3,187,871</b>	1,253,991

All income and expenditure has arisen from continuing activities.

The notes on pages 12 to 18 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**BALANCE SHEET**  
**AS AT 30 JUNE 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	7	-	493,213
Shares in group undertakings	8	-	2
		-	493,215
<b>Current assets</b>			
Debtors	9	-	8,851
Cash at bank and in hand		3,420,942	762,325
		3,420,942	771,176
<b>Creditors</b>			
Amounts falling due within one year	10	(233,071)	(10,400)
<b>Net current assets</b>		3,187,871	760,776
<b>Net assets</b>		<b>3,187,871</b>	<b>1,253,991</b>
<b>Funds of the charity</b>			
Unrestricted income funds:			
General funds	13	3,187,871	1,253,991
<b>Total Charity funds</b>		<b>3,187,871</b>	<b>1,253,991</b>

The Trustees have prepared accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

10/3/2026

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

*Peter Green*

.....  
**Peter Green**

The notes on pages 12 to 18 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2025**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Cash generated from operations	<b>2,079</b>	<b>38,391</b>
Interest received	27,185	11,789
<b>Net cash generated by operating activities</b>	<u>29,264</u>	<u>50,180</u>
<b>Cash flows used in investing activities</b>		
Sales proceed from disposal of fixed assets	464,826	-
Sales proceed from disposal of investment in subsidiary	2,164,527	-
<b>Net cash used in from investing activities</b>	<u>2,629,353</u>	<u>-</u>
<b>Change in cash and cash equivalents in the reporting period</b>	2,658,617	50,180
<b>Cash and cash equivalents at the beginning of the reporting period</b>	762,325	712,145
<b>Cash and cash equivalents at the end of the reporting period</b>	<u><u>3,420,942</u></u>	<u><u>762,325</u></u>

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Reconciliation of net income to net cash flow from operating activities</b>		
<b>Net income for the reporting period (as per the statement of financial activities)</b>	1,933,880	1,334
<b>Adjustments for:</b>		
Interest received	(27,185)	(11,789)
Depreciation and amortisation	28,387	53,335
Gain on disposal of investment in subsidiary	(1,946,272)	-
Decrease / (increase) in debtors	8,851	(3,955)
(Increase) / decrease in creditors	4,418	(534)
<b>Net cash provided by operating activities</b>	<u><u>2,079</u></u>	<u><u>38,391</u></u>

**THE REED EDUCATIONAL TRUST LIMITED  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**1 Statutory Information**

The Reed Educational Trust Limited is a charitable private company, limited by guarantee, registered in England and Wales. The Charitable Company's registered number and registered office address can be found on the Charitable Company information page.

In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

**2 Accounting policies**

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Basis of preparation**

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 (FRS102)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention except for, where disclosed in these accounting policies, certain items that are shown at fair value.

The presentational currency of the financial statements is Pounds Sterling, being the functional currency of the primary economic environment in which the Charitable Company operates. Monetary amounts in these financial statements are rounded to the nearest Pound.

**Going concern**

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast a significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements. On review, the Trustees have concluded that they are to adopt the going concern basis in preparing the annual financial statements.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Charitable Company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**Judgements**

No significant judgements have been made by management in preparing these financial statements.

**Key sources of estimation uncertainty**

No key sources of estimation uncertainty have been identified by management in preparing these financial statements other than those detailed in these accounting policies.

**Turnover and income**

Income comprises donations received, and gains on the disposal of the subsidiary in the year.

The Charitable Company recognises revenue when:

The amount of revenue can be reliably measured;

it is probable that future economic benefits will flow to the entity;

and specific criteria have been met for each of the Charitable Company's activities.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

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**2 Accounting policies (continued)**

**Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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.

**Tax**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Tangible fixed assets**

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

**Depreciation**

Depreciation of fixed assets is calculated to write off their cost or valuation on a straight line basis over their estimated useful lives as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Freehold buildings	50 years
Leasehold land and buildings	5 to 10 years
Garden equipment	5 years (10 years prior to 2008)
Fixtures and fittings	5 years (10 years prior to 2008)

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charitable Company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelvemonths after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

**Provisions**

Provisions are recognised where the Charitable Company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount.

**Funds accounting**

Unrestricted funds are those funds which the Trustees are free to use in accordance with charitable objects. Restricted funds are funds which are given for particular purposes specified by their donors.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

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**2 Accounting policies (continued)**

**Financial instruments**

The Charitable Company only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Classification**

Financial instruments are classified and accounted for according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the Charitable Company after deducting all of its liabilities.

**Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

**Impairment**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

A non-financial asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate. For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**3 Miscellaneous sales and other income**

	Note	Year ended 30 June 2025 £	Period ended 30 June 2024 £
Donations		30,813	117,707
Gain on disposal of investment in subsidiary	12	1,946,272	-
<b>Total</b>		<b>1,977,085</b>	<b>117,707</b>

During the year, the charitable company disposed of its investment in a subsidiary and fixed assets to Reed Global Limited.

**4 Analysis of expenditure**

	Charitable Activities £	Charitable Donations £	Year ended 30 June 2025 £	Period ended 30 June 2024 £
Provision of courses and accommodation	61,850	-	61,850	96,012
Charitable Donations	-	663	663	22,515
External Audit	7,000		7,000	9,635
<b>Total 2025</b>	<b>68,850</b>	<b>663</b>	<b>69,513</b>	<b>128,162</b>
<b>Total 2024</b>	<b>105,647</b>	<b>22,515</b>		

**5 Operating profit**

	Year ended 30 June 2025 £	Period ended 30 June 2024 £
Operating profit is stated after charging:		
Auditors' remuneration	7,000	4,000
Depreciation of tangible fixed assets: owned assets	28,387	53,335

**6 Trustee's Remuneration and Benefits**

None of the trustees have been paid any remuneration or received any other benefit from an employment with the Charitable Company for the year ended 30 June 2025. In the period ended 30 June 2024, one of the Trustees was remunerated by the subsidiary for their role as administrator.

**Trustees' expenses**

No trustee was reimbursed for expenses in the years ended 30 June 2025 and 30 June 2024.

**Employees**

The Charitable Company had no employees in either 2025 or 2024 and so no employee received benefits in excess of £60,000 (2024: none).

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**7 Tangible fixed assets**

	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 July 2024	12,581	45,525	154,132	824,174	1,036,412
Disposals	(12,581)	(45,525)	(154,132)	(824,174)	(1,036,412)
30 June 2025	-	-	-	-	-
<b>Depreciation</b>					
1 July 2024	12,581	45,525	149,001	336,092	543,199
Charge for the year	-	-	5,130	23,257	28,387
Eliminated on disposal	(12,581)	(45,525)	(154,131)	(359,349)	(571,586)
30 June 2025	-	-	-	-	-
<b>Net book amounts</b>					
30 June 2025	-	-	-	-	-
30 June 2024	-	-	5,131	488,082	493,213

During the year, the Charitable Company disposed of fixed assets to Reed Global Limited. See note 12 for further details.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

**8 Shares in group undertakings**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Investments in subsidiaries	-	2
		<b>Investments in subsidiary company</b>
		<b>£</b>
<b>Subsidiaries</b>		
<b>Cost</b>		
At 1 July 2024		2
Disposals		(2)
At 30 June 2025		-
<b>Carrying amount</b>		
At 30 June 2025		-
At 30 June 2024		2

**Details of undertakings**

The trading subsidiary Reed Business School Limited (company number: 02949665), which is incorporated in the United Kingdom and as the same registered office as the Charitable Company, runs the educational college and all commercial trading activities. The subsidiary may covenant a proportion of its profits after taxation to the Charitable Company. The Charitable Company owned the entire share capital of 2 ordinary shares of £1 each until, during the year, it disposed of its investment in the subsidiary to Reed Global Limited. See note 12 for further details.

**9 Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other debtors	-	430
Prepayments and accrued income	-	8,421
	-	8,851

**10 Creditors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Accruals and deferred income	225,253	2,700
Other creditors	7,818	7,700
	233,071	10,400

**THE REED EDUCATIONAL TRUST LIMITED  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**11 Transactions involving Trustees**

The Charitable Company operated from premises held on a lease.

James Reed is a trustee of the Reed Educational Trust Limited and has a material interest in Reed Global Ltd. The company trades with Reed Global Ltd and its subsidiaries, Reed Specialist Recruitment Ltd, Reed Property Ltd, Reed Online Ltd and Reed Foundation a normal trading basis. Please refer to note 12 on related party transactions, subsections (i) to (iii) for further details of transactions.

**12 Related party transactions**

The Charitable Company had the following related party transactions during the year:

**(i) Reed Global Limited**

Relationship – There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, including James Reed who has a material interest in Reed Global Limited.

On 13 April 2025, the Charitable Company disposed of its investment in its subsidiary, Reed Business School, to Reed Global Limited for consideration of £1,029,352.

The fixed assets were also sold to Reed Global as part of this transactions for consideration of £1,600,000.

The sale was conducted at arm's length and approved by both the Board of Trustees and the Charity Commission.

**13 Analysis of charitable funds**

The entire funds held by the Charitable Company are unrestricted and are free reserves for use in achieving the charity's aims and objectives.

**14 Control**

The Charitable Company is controlled by the Board of Trustees / Directors.

**THE REED EDUCATIONAL TRUST LIMITED**

England & Wales - Charity number 328347

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# Accounts

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**THE REED EDUCATIONAL TRUST  
LIMITED**

**(A company limited by guarantee)**

**Report and Financial Statements**

**For the Period from 1 January 2023  
to 30 June 2024**

**Charity number: 328347**

**Company number: 02420409**

**THE REED EDUCATIONAL TRUST LIMITED**

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## THE REED EDUCATIONAL TRUST TRUSTEES' ANNUAL REPORT

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The Trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report together with the financial statements of the Charitable Company for the long period from 1 January 2023 to 30 June 2024. The comparative reports 12-month period to 31 December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' effective from January 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

### Reference and Administrative Details

INCORPORATED	in England on 6 September 1989
COMPANY NUMBER	02420409
REGISTERED CHARITY NUMBER	328347
REGISTERED OFFICE	The Manor Little Compton Moreton in Marsh Gloucestershire GL56 0RZ

### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees. The Trustees serving during the period and since the year end were as follows:

Sir Alec Reed CBE FCMA<sup>1</sup>  
 Peter Green<sup>1</sup>  
 Asad Noorani FCA<sup>1</sup>  
 James Reed CBE CCMi FCIPD MBA AA<sup>1</sup>  
 Stella Shaw<sup>1</sup>  
 Sophia Charlotte Maynell (appointed on 24 October 2024)<sup>2</sup>  
 Janet Linda Weston (appointed on 24 October 2024)<sup>2</sup>  
 Alexandra Fenn (appointed on 24 October 2024)<sup>2</sup>

<sup>1</sup> denotes both a Director and a Trustee

<sup>2</sup> denotes a Trustee

SECRETARY	Stella Shaw
OPERATIONS MANAGER	Magdalena Robinson (appointed on 16 October 2024)
AUDITORS	Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX
BANKERS	HSBC 1-3 Bishopsgate London EC2N 3AQ

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Structure, Governance and Management**

#### Governing Document

The company is a charitable company, limited by guarantee and was set up on 6 September 1989. It is governed by a Memorandum and Articles of Association.

#### Appointment of Trustees

Trustees are elected by the Trust at the Annual General Meeting of the Trust to serve for a period of three years or less and at least one Trustee retires at each Annual General Meeting. A retiring Trustee may be reappointed.

#### Trustee induction

New Trustees are briefed on their obligations as Trustees, the structure and administration, plans and performance of the charity, and relevant current issues. They are provided with information on all the charity's educational courses and are invited to attend any of the lectures. They receive a tour of the Manor and accommodation properties and are introduced to employees. Trustees are encouraged to attend external training courses pertinent to their role.

#### Organisation

The Board of Trustees, which governs the charity, consist of between three and eleven persons. The Board meets bi-annually and delegates authority to the Operations Manager for the day-to-day Management of the charity.

There were on average over the 18-month period 25 employees (2022: 22).

#### Related parties

The parent company operates from premises rented from The Reed Foundation.

There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, The Reed Educational Trust Limited, including Sir Alec Reed and James Reed who have material interest in Reed Global Limited. The Subsidiary company trades with Reed Global Limited and its subsidiaries on a normal trading basis.

#### Risk Management

The Trustees regularly identify and review the major risks to which the charity is exposed. They ensure that the appropriate systems are in place to manage and mitigate those risks.

In addition, risk assessments are reviewed annually for all residential properties.

Some staff members are trained in the IOSH Managing Safely qualification and British Red Cross First Aid training, Mental Health First Aider. Staff are also trained in Fire Awareness.

A Safeguarding team consist of a Safeguarding Team Leader and three trained Designated Safeguarding Officers.

### **Objectives and activities**

The objectives of the charity are:

To promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the United Kingdom or elsewhere) and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom or elsewhere any college or school of accountancy or otherwise for the education of the members of the public (whether in the United Kingdom or elsewhere).

The main objectives for the period are the promotion and advancement of education by the provision of high-quality accountancy, financial services, and co-member development courses and to donate funds to educational projects that help those in poverty and those who cannot afford educational fees.

**THE REED EDUCATIONAL TRUST LIMITED  
TRUSTEES' ANNUAL REPORT (continued)**

**Objectives and activities (continued)**

The charity achieves its objectives by:

- Providing residential/non-residential accredited courses in a quiet village in the Cotswolds, facilitating dedicated and uninterrupted study
- Employing qualified, reputable and experienced tutors for all courses
- Enabling good examination pass rates by providing a dedicated tutor team and a unique learning environment
- Tutors working with individuals to guide them on their practical experience requirements
- Tutors meeting with student representatives to discuss valuable feedback on courses, tutors and progress through the various qualifications
- Allocating professional coaches to mentor students throughout their Apprenticeship study program
- Encouraging individual students in their studies by offering discounted fees and payments by instalments
- Maintaining close professional links with accountancy bodies to ensure course content is accurate, to keep abreast of syllabus changes, and to help students/clients in their understanding of professional accountancy qualifications

All accountancy and financial service courses at the Business School are accredited by the relevant professional body, which include:

- The Institute of Chartered Accountants in England and Wales (ICAEW)
- The Association of Chartered Certified Accountants (ACCA)
- The Chartered Institute of Management Accountants (CIMA)
- The Association of Accounting Technicians (AAT)

The comprehensive range of qualifications offered in the year comprised:

- Associate Chartered Accountant
- Chartered Certified Accountant
- CIMA Professional Qualification
- CIMA Certificate in Business Accounting
- AAT Certificate in Accounting
- AAT Diploma in Accounting
- AAT Diploma in Professional Accounting

**Public Benefit**

The main objective of the Reed Educational Trust is to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the UK or elsewhere). The Trust's primary charitable activity is the provision of high quality education to accountancy and finance students at Reed Business School as discussed above.

The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary guidance on the advancement of education and fee-charging.

In order to ensure that those who cannot afford fees and those in poverty are not excluded from the opportunity to benefit from education, the Trust has donated a proportion of its income to various educational charities and, in 2023-2024, continued a bursary scheme to assist Charity employees who attend accountancy courses at Reed Business School.

It is the intention that this will be more widely promoted to the Charity sector so we can offer support to Charities who are facing huge funding challenges as a direct result of the impact of the COVID-19 pandemic. The bursary scheme includes awards to individuals embarking on an accountancy career via professional tuition courses at Reed Business School. These donations benefit the public in many different ways, offering educational opportunities to a variety of groups, both in the UK and overseas, mainly through the diverse activities of different charities. These donations will provide educational benefit to those who are in poverty or restricted by the ability to pay.

<b>Bursaries to charities</b>	<b>£</b>
<b>2023-2024</b>	1,133
<b>2022</b>	1,608

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

### Public Benefit (continued)

During the long period to 30<sup>th</sup> June 2024, Donations were made, in line with the Trust's educational objectives, via the Big Give Christmas Challenge organisation and the gardens of The Manor were opened via the NGS.

<b>Other donations to charities:</b>	<b>£</b>
<b>NGS Open Gardens</b>	<b>382</b>
<b>Big Give Christmas Challenge 2023</b>	<b>21,000</b>
<i>Donations were made to Roger Lupton Scholarships, Sedbergh School</i>	
<b>2023</b>	<b>21,382</b>
<b>2022</b>	<b>20,226</b>

\*A total of £21,000 (2022: 25,563) pledges matched in the year. £21,000 (2022: £20,000) donation provided in 2024 with £9,393 rolled over from 2022.

### Fundraising activities

The Charitable Company has registered with the fundraising regulator. The aim of the regulator is to ensure that fundraising is respectful, honest, open and accountable to the public.

All fundraising activities are directly managed by Charitable Company staff. We do not engage third parties to raise funds on our behalf. We are mindful that no fundraising should be unreasonably persistent or apply undue pressure on anyone or intrude on anyone's privacy.

The Charitable Company receives the majority of its funding from the Education and Skills Funding Agency.

### Achievements and Performance

Since its foundation over 50 years ago, Reed Business School has nurtured the developing careers of thousands of student professionals. Reed Business School continues to be the only professional examination training provider to openly and transparently publish results. Pass rates continue to excel with the following notable achievements:

#### Pass-Rates Overview 1 January 2023 – 30 June 2024 (18-month period)

**ICAEW** results have continued to compare favourably with the national first-time pass rates at Professional and Advanced Levels. Totalling all first-time sittings Reed Business School Professional Level courses achieved a pass rate of 89.7% compared to the national pass rate of 85.0%. Advanced Level courses achieved 96.1%, with 5 out of 9 papers achieving an extraordinary 100% pass rate; compared to the national total pass rate of 87.3.

**ACCA** results were substantially higher than the average worldwide pass rates with Reed Business School achieving 78.0% compared to 52.8% globally at Applied Skills Level and 86.0% compared to 46.1% globally at the Strategic Professional Level. Overall, 5 of the 30 papers at those levels achieved a 100% pass rate in this period.

During the academic year of 22/23 we had a total of 338 (including 129 starters) apprentices on-programme. During 23/24 we had 313 (apprentices including 83 new starters). Compared to 21/22, being 290 apprentices including 121 new starters. These numbers include any withdrawals and completions.

#### Delegate Day Overview

- Total delegate days in 2023 were 10,879, 5,079 (Jan-June 2024) - compared to 11,563 in 2022.
- ICAEW delegate days in 2023 were 6,949, 3,180 (Jan-June 2024) compared to 8,001 in 2022.
- ACCA delegate days in 2023 were 2,817, 1,187 (Jan-June 2024) compared to 2,457 in 2022.
- CIMA delegate days in 2023 were 348, 152 (Jan-June 2024) compared to 408 in 2022.

#### Pay Policy

The directors consider the board of directors, who form part of the Trust's Trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All directors give their time freely and no director received remuneration in the period for that post. Details of directors' expenses and related party transactions are disclosed in notes 6 and 18 of these financial statements. The pay of the staff is reviewed annually and normally increased in accordance with inflation.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Financial Review

The end of year Total Income increased by 50.2% to £3,466,691 (2022: £2,307,699) and Total Funds were considered high enough to make charitable donations of £22,515 (2022: £28,487). Income from charitable activities of course and accommodation provision increased by 48.3% to £3,314,901 (2022: £2,234,915), income from hire of facilities to other course providers increased by 68.3% to £104,446 (2022: £62,047).

Total expenditure has also increased by 54.8% to £3,580,569 (2022: £2,313,078); included in these figures are the charitable donations made in the year £22,515 (2022: £28,487) given through Big Give donations to Educational Charities and bursaries. The cost of the main charitable activities of £3,162,375 increased by 56.0% over last year (2022: £2,027,139). Expenditure relating to the hire of facilities to other course providers £413,034 (2022: £285,939) increased by approximately 44.5%.

Principal income is received as course income by Reed Business School and the majority is expended on the provision of educational courses. A portion of its profits may be covenanted to Reed Educational Trust each year.

Expenditure is mainly on charitable activities, such as the provision of courses and accommodation. The cost of hiring facilities to other course providers is largely residential, building and staff costs.

### Investment Policy

Aside from the grants and expenditure incurred on an ongoing basis to support the regular work of the Trust, any surplus funds that may become available are invested in the long term lease of property or freehold property that can be utilised to further support the work of the trust.

### Reserves Policy and Going Concern

The Charity's funds at the end of 2024 were £1,841,399 (2022: £1,953,864). Of this total amount, £574,326 (2022: £662,400) are tangible assets in the form of properties used for residential facilities which are integral to the business providing accommodation facilities for its residential training courses.

The Trustees agreed to donate £20,000 to the 2023 Big Give Christmas Challenge which will be distributed to a range of applicable charities.

The Trustees agreed a reserves policy to maintain a level of unrestricted reserves to cover core expenditure which would allow the charity to carry on its activity in the event of financial difficulties.

Based on this the Trustees aim to hold sufficient unrestricted funds to cover the annual expenditure within the Trust based upon the latest financial statements. The aim is also for the trading subsidiary to hold reserves funds equivalent to six months overheads of approximately £945k based upon the latest financial statements, however this has not been possible due to the current business performance. The Trustees are currently applying to the Charity Commission to sell Reed Business School assets due to the current and predicted longer term business prospects.

The trust owns four properties providing residential facilities supporting the charitable objectives of providing residential training courses to promote and advance professional education and Co-Member development.

### Plans for future periods

The group's current plans are:

- To maintain position in a competitive market by continuing to offer high quality education
- Respond to Clients' needs to offer high quality blended delivery options
- Implement different teaching strategies to increase student engagement suitable for live on-line learning
- To maintain our position on the Government Register of Apprenticeship Training Providers and the provision of Level 2, Level 3, Level 4 and Level 7 apprenticeships
- Continue to work with AAT to build our range of AAT courses working alongside a dedicated on-line platform provider, Mindful Education. Many of our firms have AAT trainees and the trend for school leavers v graduate recruitment is increasing
- Review Apprenticeship methods and processes to ensure they are in line with best practice
- To review options in the best interest of the Trust as a result of declining business from the impact of on-line teaching options and long standing clients seeking alternative tuition providers from new competitors setting up in their locality
- The Trustees have applied to the Charity Commission to sell the trading business and assets. This move aims to safeguard the Charity's income, reduce potential liabilities, and enable the Charity to further its objectives. The application is currently in progress.

**THE REED EDUCATIONAL TRUST LIMITED  
TRUSTEES' ANNUAL REPORT (continued)**

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**Trustees' responsibilities in relation to the financial statements**

The Trustees (who are the directors of Reed Educational Trust Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and Group for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company and Group will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charitable Company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclosure of information to auditors**

In so far the Trustees are aware of:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditors are aware of that information

**Auditors**

Auditors will be proposed for appointment in accordance with Section 487 of the Companies Act 2006.

6/3/2025

Approved by order of the board of Trustees on .....2025 and signed on its behalf by:

*Peter Green* .....

**Peter Green  
Trustee**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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### **Opinion**

We have audited the financial statements of The Reed Educational Trust Limited (the Charitable Company) and its subsidiaries (the Group) for the period ended 30 June 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Group's and the Charitable Company's affairs as at 30 June 2024, and of the Group's incoming resources and application of resources, including its income and expenditure, for the period then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- The parent Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements and the Trustees' Annual Report in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

### **Responsibilities of Trustees**

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

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

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006, Charity legislation and regulation and taxation laws;
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of the management. We corroborated our inquiries through our review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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- Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- testing the operating effectiveness of controls that prevent and detect fraud;
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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

### Use of our report

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

*Felicity Sang*  
.....

**Felicity Sang**  
**(Senior Statutory Auditor)**

6/3/2025  
.....

**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**  
**Cheltenham**

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE 2024**

Income and Endowments from	Note	Unrestricted and Total Funds 1 January 2023 to 30 June 2024 £	Unrestricted and Total Funds Year Ended 31 December 2022 £
<b>Charitable activities:</b>			
Provisions of courses and accommodation		3,314,901	2,234,915
<b>Other trading activities</b>			
Hire of facilities to other course providers		104,446	62,047
Miscellaneous sales and other income	3	20,070	8,051
Investment income		27,274	2,686
<b>Total Income and Endowments</b>		<b>3,466,691</b>	<b>2,307,699</b>
<b>Expenditure on</b>			
<b>Charitable activities</b>			
Provision of courses and accommodation		2,603,477	1,672,604
Charitable donations		22,515	28,487
Others		536,383	321,140
<b>Other expenditure</b>			
Hire of facilities to other course providers		413,034	285,939
Others		5,160	4,908
<b>Total expenditure</b>	4	<b>3,580,569</b>	<b>2,313,078</b>
<b>Net outgoing resources</b>		<b>(113,878)</b>	<b>(5,379)</b>
<i>Reconciliation of funds</i>			
Funds balances brought forward		1,953,864	1,959,243
<b>Total funds carried forward at 30 June 2024</b>		<b>1,839,986</b>	<b>1,953,864</b>

All income and expenditure has arisen from continuing activities.

The notes on pages 17 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED AND PARENT CHARITABLE COMPANY BALANCE SHEETS**  
**AS AT 30 JUNE 2024**

	Note	30 June 2024 £	Group 31 December 2022 £	Charitable Company 30 June 2024 £	31 December 2022 £
<b>Fixed assets</b>					
Intangible assets	10	820	5,726	-	-
Tangible assets	11	574,326	662,400	493,213	546,548
Shares in group undertakings	12	-	-	2	2
		<u>575,146</u>	<u>668,126</u>	<u>493,215</u>	<u>546,550</u>
<b>Current assets</b>					
Stock		1,356	1,792	-	-
Debtors	13	343,366	437,716	8,851	4,896
Cash at bank and in hand		1,316,694	1,347,007	762,325	712,145
		<u>1,661,416</u>	<u>1,786,515</u>	<u>771,176</u>	<u>717,041</u>
<b>Creditors</b>					
Amounts falling due within one year	14	(348,044)	(422,932)	(10,400)	(10,934)
<b>Net current assets</b>		<u>1,313,372</u>	<u>1,363,583</u>	<u>760,776</u>	<u>706,107</u>
Creditors due more than one year	14	(44,791)	(65,311)	-	-
Provision for liabilities and charges	15	(3,741)	(12,534)	-	-
<b>Net assets</b>		<u><b>1,839,986</b></u>	<u><b>1,953,864</b></u>	<u><b>1,253,991</b></u>	<u><b>1,252,657</b></u>
<b>Funds of the charity</b>					
Unrestricted income funds:					
General funds		<u>1,839,986</u>	<u>1,953,864</u>	<u>1,253,991</u>	<u>1,252,657</u>
<b>Total Charity funds</b>		<u><b>1,839,986</b></u>	<u><b>1,953,864</b></u>	<u><b>1,253,991</b></u>	<u><b>1,252,657</b></u>

The Trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

6/3/2025

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

*Peter Green*

**Peter Green**

The notes on pages 17 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED CASH FLOW STATEMENT FOR**  
**FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE 2024**

	1 January 2023 to 30 June 2024 £	Year Ended 31 December 2022 £
<b>Cash flows from operating activities</b>		
Cash generated from operations	(37,718)	59,977
Interest received	27,274	2,686
Tax refund/(paid)	652	(32,361)
<b>Net cash (used in) / generated by operating activities</b>	<b>(9,792)</b>	<b>30,302</b>
<b>Cash flows used in investing activities</b>		
Purchase of Tangible Fixed Assets	(19,447)	(85,907)
<b>Net cash used in from investing activities</b>	<b>(19,447)</b>	<b>(85,907)</b>
<b>Cash flows used in financing activities</b>		
Loan advances	-	1,074
Loan repayments	(1,074)	-
<b>Net cash (used in) / from financing activities</b>	<b>(1,074)</b>	<b>1,074</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>(30,313)</b>	<b>(54,531)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>1,347,007</b>	<b>1,401,538</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>1,316,694</b>	<b>1,347,007</b>

	1 January 2023 to 30 June 2024 £	Year Ended 31 December 2022 £
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
<b>Net income/(expense) for the reporting period (as per the statement of financial activities) before taxation</b>	<b>(113,878)</b>	<b>(5,379)</b>
<b>Adjustments for:</b>		
Interest received	(27,274)	(2,686)
Depreciation and amortisation	112,427	77,753
Tax (credit) / expense	(8,902)	(3,318)
(Increase) / decrease in debtors	94,350	(96,800)
Decrease / (increase) in inventories	436	(452)
Decrease / (increase) in creditors	(94,877)	90,859
<b>Net cash (used in) / provided by operating activities</b>	<b>(37,718)</b>	<b>59,977</b>

**Analysis of changes in net debt**

	At 1 January 2023 £	Cash flows £	Other non-cash changes £	At 31 June 2024 £
<b>Borrowings</b>				
Due within 1 year	(1,074)	1,074	-	-
<b>Total net debt</b>	<b>(1,074)</b>	<b>1,074</b>	<b>-</b>	<b>-</b>

# THE REED EDUCATIONAL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE 2024

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### 1 Statutory Information

The Reed Educational Trust Limited is a charitable private company, limited by guarantee, registered in England and Wales. The Charitable Company's registered number and registered office address can be found on the Charitable Company information page.

In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

### 2 Accounting policies

#### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### Basis of preparation

The financial statements of the Group and 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 (FRS102)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention except for, where disclosed in these accounting policies, certain items that are shown at fair value.

The presentational currency of the financial statements is Pounds Sterling, being the functional currency of the primary economic environment in which the Group operates. Monetary amounts in these financial statements are rounded to the nearest Pound.

#### Basis of consolidation

The consolidated financial statements consolidate the financial statements of the Charitable Company and its subsidiary undertaking drawn up to 30 June 2024 on a line by line basis.

A subsidiary is an entity controlled by the Charitable Company. Control is achieved where the Charitable Company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the Group. Inter-company transactions and balances, between the Charitable Company and its subsidiaries, are eliminated in full. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

#### Going concern

Following the lockdown in March 2020, the Business School moved all its courses online in order to continue to meet its obligations and carry out its purposes. However, since the lifting of lockdown restrictions, student numbers (in particular residential student numbers) have not returned to pre-pandemic levels. In addition, there has been a marked move towards students undertaking online courses, rather than in person or residential courses.

The effect of this for future income generated by the Business School will be impacted with some large clients choosing alternative providers. The full impact will be felt within the next 12-24 months as existing apprentices complete their studies and Apprenticeship intake numbers continue to fall.

In order to protect the future of the Trust, the Trustees have applied to the Charity Commission to sell the trading business and assets to safeguard the Charity's income, reduce potential liabilities and to enable the Charity to further its charitable objectives. This application request remains in progress.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

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**2 Accounting policies (continued)**

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**Judgements**

No significant judgements have been made by management in preparing these financial statements.

**Key sources of estimation uncertainty**

No key sources of estimation uncertainty have been identified by management in preparing these financial statements other than those detailed in these accounting policies.

**Turnover and income**

Turnover comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Group's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts.

The Group recognises revenue when:

The amount of revenue can be reliably measured;  
it is probable that future economic benefits will flow to the entity;  
and specific criteria have been met for each of the Group's activities.

**Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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.

**Tax**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the profit and loss account, except that a charge attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Group operates and generates taxable income.

Deferred tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements and on unused tax losses or tax credits in the company. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

The carrying amount of deferred tax assets are reviewed at each reporting date and a valuation allowance is set up against deferred tax assets so that the net carrying amount equals the highest amount that is more likely than not to be recovered based on current or future taxable profit.

**Intangible assets**

Software and website costs have been recognised and capitalised as the costs of the asset can be measured reliably and it is probable that future economic benefits that are directly attributable to the asset will flow to the Group.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

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**2 Accounting policies (continued)**

**Amortisation**

Amortisation is charged to the cost of providing courses and accommodation so as to write off the cost of assets over their estimated useful lives as follows:

<b>Asset class</b>	<b>Amortisation method and rate</b>
Website costs	3 years straight line

**Tangible fixed assets**

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

**Depreciation**

Depreciation of fixed assets is calculated to write off their cost or valuation on a straight line basis over their estimated useful lives as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Freehold buildings	50 years
Leasehold land and buildings	5 to 10 years
Garden equipment	5 years (10 years prior to 2008)
Fixtures and fittings	5 years (10 years prior to 2008)

**Stocks**

Stocks are valued at the lower of cost and net realised value, after making due allowance for obsolete and slow moving items.

**Trade debtors**

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All trade debtors are repayable within one year and hence are included at the undiscounted cost of cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the debtors.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Group does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

**Provisions**

Provisions are recognised where the Group has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount.

**Leases**

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

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**2 Accounting policies (continued)**

**Defined contribution pension obligation**

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

**Funds accounting**

Unrestricted funds are those funds which the Trustees are free to use in accordance with charitable objects. Restricted funds are funds which are given for particular purposes specified by their donors.

**Financial instruments**

The Group only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Classification**

Financial instruments are classified and accounted for according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the Group after deducting all of its liabilities.

**Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

**Impairment**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

A non financial asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate. For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

**3 Miscellaneous sales**

	<b>1 January 2023 to 30 June 2024</b>	<b>Year Ended 31 December 2022</b>
	£	£
Other operating income	<u>35,219</u>	<u>8,051</u>

**4 Analysis of expenditure**

	<b>Charitable Activities</b>	<b>Charitable Donations</b>	<b>Other Activities</b>	<b>Total 1 January 2023 to 30 June 2024</b>	<b>Total Year Ended 31 December 2022</b>
	£	£	£	£	£
Provision of courses and accommodation	2,603,477	-	-	2,603,477	1,672,604
Charitable Donations	-	22,515	-	22,515	28,487
Hire of facilities to other course	-	-	413,034	413,034	285,939
Administrative / Managerial /					
Financial expenses	533,495	-	5,160	538,655	307,500
External Audit	12,000	-	-	12,000	11,400
Legal & other professional services	(210)	-	-	(210)	10,466
Taxation	(8,902)	-	-	(8,902)	(3,318)
<b>Total 2024</b>	<b><u>3,139,860</u></b>	<b><u>22,515</u></b>	<b><u>418,194</u></b>	<b><u>3,580,569</u></b>	<b><u>2,313,078</u></b>
<b>Total 2022</b>	<b><u>1,993,744</u></b>	<b><u>28,487</u></b>	<b><u>290,847</u></b>		

**5 Operating profit**

	<b>1 January 2023 to 30 June 2024</b>	<b>Year Ended 31 December 2022</b>
	£	£
Operating profit is stated after charging:		
Auditors' remuneration	12,000	11,400
Amortisation of intangible fixed assets: owned assets	4,906	3,271
Depreciation of tangible fixed assets: owned assets	<u>107,521</u>	<u>74,482</u>

**6 Key management personnel**

The key management personnel of the charity comprise the trustees and the Operations manager.

The Trustees have the power to appoint a paid member of staff as a trustee and duly appointed Stella Shaw in September 2014, who is a paid member of staff for the Group's trading subsidiary. Remuneration was paid to Stella Shaw in respect of her role as Administrator in 2024 and as Operations Manager in 2023 of the trading subsidiary, not as payment for her trusteeship. No other remuneration, other benefit or reimbursement of trustee expenses was paid to Trustees for the year ended 30 June 2024 nor the year ended 31 December 2022.

	<b>1 January 2023 to 30 June 2024</b>	<b>Year Ended 31 December 2022</b>
	£	£
Key management personnel's emoluments	<u>84,945</u>	<u>47,301</u>

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

<b>7 Staff costs</b>	<b>1 January 2023 to 30 June 2024</b>	<b>Year Ended 31 December 2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,220,964	641,893
Social security costs (Employers NI)	102,421	51,036
Other pension costs	24,758	11,960
	<u>1,348,143</u>	<u>704,889</u>

The average number of employees during the period was 25 (2022: 22).

No employees received employee benefits in excess of £60,000 during the period (2022 - none).

**8 Taxation**

All income of the Charitable Company falls within the exemptions afforded to corporate charities and charitable trusts by Sections 478 and 479 Corporation Tax Act 2010 and Sections 524 and 525 Income Tax Act 2007 and there is no corporation tax payable by the Charitable Company.

The subsidiary is not a charity and is subject to Corporation taxation.

	<b>1 January 2023 to 30 June 2024</b>	<b>Year Ended 31 December 2022</b>
	<b>£</b>	<b>£</b>
Corporation Tax effective at 24% (2022: 19%)	-	-
UK corporation tax adjustment to prior periods	(652)	-
Deferred tax charge for the year	(9,663)	(4,287)
Deferred tax adjustment to prior periods	-	969
	<u>(10,315)</u>	<u>(3,318)</u>

**9 Financial performance of the charity**

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary, Reed Business School Limited, whose activities are set out in Note 12.

As permitted by section 408 Companies Act 2006, the parent charitable company's statement of financial activities has not been included in these financial statements. Its surplus for the financial period was £1,334 (2022: deficit of £86,400).

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

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**10 Intangible fixed assets**

**Group**

	<b>Website Costs £</b>
<b>Cost</b>	
1 January 2023 and 30 June 2024	9,815
	<hr/>
<b>Depreciation</b>	
1 January 2023	4,089
Charge for the period	4,906
	<hr/>
30 June 2024	8,995
	<hr/>
<b>Net book amounts</b>	
30 June 2024	820
	<hr/> <hr/>
31 December 2022	5,726
	<hr/> <hr/>

The Charitable Company has no intangible fixed assets.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

**11 Tangible fixed assets**

**Group**

	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2023	12,581	614,838	547,839	824,174	1,999,432
Additions	-	19,447	-	-	19,447
Disposals	-	-	-	-	-
30 June 2024	12,581	634,285	547,839	824,174	2,018,879
<b>Depreciation</b>					
1 January 2023	12,581	566,348	452,225	305,878	1,337,032
Elimination on disposal	-	-	-	-	-
Charge for the period	-	30,914	46,393	30,214	107,521
30 June 2024	12,581	597,262	498,618	336,092	1,444,553
<b>Net book amounts</b>					
30 June 2024	-	37,023	49,221	488,082	574,326
31 December 2022	-	48,490	95,614	518,296	662,400

Included within the net book value of land and buildings above is £488,082 (2022: £518,296) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

**11 Tangible fixed assets (continued)**

**Charitable Company**

	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2023 and 30 June 2024	12,581	45,525	154,132	824,174	1,036,412
<b>Depreciation</b>					
1 January 2023	12,581	45,525	125,880	305,878	489,864
Charge for the period	-	-	23,121	30,214	53,335
30 June 2024	12,581	45,525	149,001	336,092	543,199
<b>Net book amounts</b>					
30 June 2024	-	-	5,131	488,082	493,213
31 December 2022	-	-	28,252	518,296	546,548

Included within the net book value of land and buildings above is £488,082 (2022: £518,296) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

**12 Trading subsidiary**

The trading subsidiary Reed Business School Limited (company number: 02949665), which is incorporated in the United Kingdom and as the same registered office as the Charitable Company, runs the educational college and all commercial trading activities. The subsidiary may covenant a proportion of its profits after taxation to the Charitable Company. The Charitable Company owns the entire share capital of 2 ordinary shares of £1 each.

A summary of the trading results is shown below:

	<b>30 June 2024</b>	<b>31 December 2022</b>
	£	£
<b>Turnover</b>	3,419,347	2,296,962
Cost of sales and administrative costs	(3,461,298)	(2,228,110)
Other operating income	35,012	8,851
Taxation	10,315	3,318
Donation paid to parent charity, recognised as a distribution	(117,175)	-
<b>Net profit retained in subsidiary</b>	<u>113,799</u>	<u>81,021</u>
<b>The assets and liabilities were:</b>		
Fixed assets	81,933	121,578
Current assets	890,240	1,069,474
Current liabilities	(337,101)	(411,988)
Non-current liabilities	(44,791)	(65,311)
Provisions	(2,871)	(12,534)
<b>Aggregate share capital and reserves</b>	<u>587,410</u>	<u>701,209</u>

**13 Debtors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>30 June 2024</b>	<b>31 December 2022</b>	<b>30 June 2024</b>	<b>31 December 2022</b>
<b>Amounts falling due within one year</b>	£	£	£	£
Trade debtors	130,631	145,635	-	-
Other debtors	158,508	224,916	430	1,200
Prepayments and accrued income	54,227	67,165	8,421	3,696
	<u>343,336</u>	<u>437,716</u>	<u>8,851</u>	<u>4,896</u>

**14 Creditors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>30 June 2024</b>	<b>31 December 2022</b>	<b>30 June 2024</b>	<b>31 December 2022</b>
<b>Amounts falling due within one year</b>	£	£	£	£
Loans and borrowings	-	1,074	-	-
Trade creditors	106,798	179,175	-	8,633
Taxation	543	-	-	-
Accruals and deferred income	186,509	192,562	2,700	2,301
VAT	41,008	24,855	-	-
Payroll liabilities	5,486	17,754	-	-
Other creditors	7,700	7,512	7,700	-
	<u>348,044</u>	<u>422,932</u>	<u>10,400</u>	<u>10,934</u>

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

14	Creditors (continued)	Group		Charitable Company	
		30 June 2024	31 December 2022	30 June 2024	31 December 2022
Amounts falling due within one year		£	£	£	£
	Deferred income	44,791	65,311	-	-

Deferred income relates to the apprenticeship funding received from the ESFA and is topped up by employers when necessary. The balance of deferred income has moved in the year as follows:

Deferred income reconciliation	Group		Charitable Company	
	30 June 2024	31 December 2022	30 June 2024	31 December 2022
	£	£	£	£
Balance at 1 January	152,475	100,794	-	-
Amount released in period	(152,475)	(100,794)	-	-
Amount deferred in period	130,332	152,475	-	-
Balance at 30 June	130,332	152,475	-	-

**15 Provision for liabilities and charges**

	Deferred Tax £
1 January 2023	12,534
Decrease in provision in period	(8,793)
30 June 2024	3,741

**16 Leasing Agreements**

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

	30 June 2024	31 December 2022
	£	£
Within one year	88,810	90,482
Between one and five years	214,624	347,839
	303,434	438,322

The amount of non-cancellable operating lease payments recognised as an expense during the period was £156,188 (2022 - £91,040).

**17 Transactions involving Trustees**

The parent company operated from premises held on a lease.

Sir Alec Reed is a trustee of the Reed Educational Trust Limited and has a material interest in Reed Global Ltd. The company trades with Reed Global Ltd and its subsidiaries, Reed Specialist Recruitment Ltd, Reed Property Ltd, Reed Online Ltd and Reed Foundation a normal trading basis. Please refer to note 18 on related party transactions, subsections (i) to (iii) for further details of transactions.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JANUARY 2023 TO 30 JUNE**  
**2024**

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**18 Related party transactions**

The Group had the following related party transactions during the year:

**(i) Sir Alec Reed**

Relationship – Sir Alec Reed is a Trustee of the Charitable Company, The Reed Educational Trust Limited. The Group paid rent to Sir Alec for some properties used by residential students. The amount invoiced in the period totalled £7,741 (2022: £3,173). The rent due for the car park and residential properties for the period totalled £9,500 (2022: £26,000). The balance due to Sir Alec Reed at the period-end was £3,173 (2022: £1,002).

**(ii) Reed Global Limited and its subsidiaries**

Relationship – There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, including Sir Alec Reed who has a material interest in Reed Global Limited.

The Group invoices Reed Global Limited and its subsidiaries for professional training courses. The amount invoiced in the period totalled £5,771 (2022: £1,123). The balance due from Reed Global Limited subsidiaries at the period-end was £Nil (2022: £Nil).

Reed Specialist Recruitment Limited invoiced the Group for the cost of staff working at the company and for other administrative recharges totalling £101,418 (2022: £114,343) and accrued £Nil (2022: £16,643). The balance due to Reed Specialist Recruitment Limited at the period-end was £10,189 (2022: £5,210).

The Group invoiced Reed Specialist Recruitment Limited for use of facilities totalling £101,418 (2022: £62,697). The balance due from Reed Specialist Recruitment Limited was £10,189 (2022: £21,750).

Reed Property Limited invoices the Group for the use of property for residential students. The amounts invoiced in the period totalled £11,830 (2022: £10,920). The balance due to Reed Property Limited at the period-end was £910 (2022: £910).

**(iii) The Reed Foundation**

Relationship – Sir Alec Reed and James Reed are Trustees of the registered charity The Reed Foundation. The Reed Foundation owns property utilised by the Group. Rent is paid on the Manor and several other properties in the village which are owned by The Reed Foundation. The amount invoiced in the period was £232,538 (2022: £128,308). The amount due to Reed Foundation at the period-end was £64,154 (2022: £64,154).

**19 Analysis of charitable funds**

The entire funds held by the Charitable Company are unrestricted and are free reserves for use in achieving the charity's aims and objectives.

**20 Control**

The Charitable Company is controlled by the Board of Trustees / Directors.

**THE REED EDUCATIONAL TRUST LIMITED**

England & Wales - Charity number 328347

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# Accounts

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**THE REED EDUCATIONAL TRUST  
LIMITED**

**(A company limited by guarantee)**

**Report and Financial Statements**

**For the Year Ended 31 December 2022**

**Charity number: 328347**

**Company number: 02420409**

**THE REED EDUCATIONAL TRUST LIMITED**

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## THE REED EDUCATIONAL TRUST TRUSTEES' ANNUAL REPORT

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The Trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report together with the financial statements of the Charitable Company for the year ended 31 December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP) 'Accounting and Reporting by Charities' effective from January 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

### Reference and Administrative Details

INCORPORATED	in England on 6 September 1989
COMPANY NUMBER	02420409
REGISTERED CHARITY NUMBER	328347
REGISTERED OFFICE	The Manor Little Compton Moreton in Marsh Gloucestershire GL56 0RZ

### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees. The Trustees serving during the year and since the year end were as follows:

	Sir Alec Reed CBE FCMA Peter Green Asad Noorani FCA James Reed MA MBA FCIPD Stella Shaw
SECRETARY	Stella Shaw
OPERATIONS MANAGER	Stella Shaw
AUDITORS	Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX
BANKERS	HSBC City of London Branch 60 Queen Victoria Street London EC4N 4TR

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Structure, Governance and Management**

#### Governing Document

The company is a charitable company, limited by guarantee and was set up on 6 September 1989. It is governed by a Memorandum and Articles of Association.

#### Appointment of Trustees

Trustees are elected by the Trust at the Annual General Meeting of the Trust to serve for a period of three years or less and at least one Trustee retires at each Annual General Meeting. A retiring Trustee may be reappointed.

#### Trustee induction

New Trustees are briefed on their obligations as Trustees, the structure and administration, plans and performance of the charity, and relevant current issues. They are provided with information on all the charity's educational courses and are invited to attend any of the lectures. They receive a tour of the Manor and accommodation properties and are introduced to employees. Trustees are encouraged to attend external training courses pertinent to their role.

#### Organisation

The Board of Trustees, which governs the charity, consist of between three and eleven persons. The Board meets bi-annually and delegates authority to the Operations Manager for the day-to-day Management of the charity.

There were on average over the year 22 employees (2021: 18).

#### Related parties

The parent company operates from premises rented from The Reed Foundation.

There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, The Reed Educational Trust Limited, including Sir Alec Reed and James Reed who have material interest in Reed Global Limited. The Subsidiary company trades with Reed Global Limited and its subsidiaries on a normal trading basis.

#### Risk Management

The Trustees regularly identify and review the major risks to which the charity is exposed. They ensure that the appropriate systems are in place to manage and mitigate those risks.

In addition, risk assessments are reviewed annually for all residential properties.

Some staff members are trained in the IOSH Managing Safely qualification and British Red Cross First Aid training, Mental Health First Aider. Staff are also trained in Fire Awareness.

A Safeguarding team consist of a Safeguarding Team Leader and 3 trained Designated Safeguarding Officers.

### **Objectives and activities**

The objectives of the charity are:

To promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the United Kingdom or elsewhere) and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom or elsewhere any college or school of accountancy or otherwise for the education of the members of the public (whether in the United Kingdom or elsewhere).

The main objectives for the year are the promotion and advancement of education by the provision of high-quality accountancy, financial services, and co-member development courses and to donate funds to educational projects that help those in poverty and those who cannot afford educational fees.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

### Objectives and activities (continued)

The charity achieves its objectives by:

- Providing residential/non-residential accredited courses in a quiet village in the Cotswolds, facilitating dedicated and uninterrupted study
- Employing qualified, reputable and experienced tutors for all courses
- Enabling good examination pass rates by providing a dedicated tutor team and a unique learning environment
- Tutors working with individuals to guide them on their practical experience requirements
- Tutors meeting with student representatives to discuss valuable feedback on courses, tutors and progress through the various qualifications
- Allocating professional coaches to mentor students throughout their Apprenticeship study program
- Encouraging individual students in their studies by offering discounted fees and payments by instalments
- Maintaining close professional links with accountancy bodies to ensure course content is accurate, to keep abreast of syllabus changes, and to help students/clients in their understanding of professional accountancy qualifications

All accountancy and financial service courses at the Business School are accredited by the relevant professional body, which include:

- The Institute of Chartered Accountants in England and Wales (ICAEW)
- The Association of Chartered Certified Accountants (ACCA)
- The Chartered Institute of Management Accountants (CIMA)
- The Association of Accounting Technicians (AAT)

The comprehensive range of qualifications offered in the year comprised:

- Associate Chartered Accountant
- Chartered Certified Accountant
- CIMA Professional Qualification
- CIMA Certificate in Business Accounting
- AAT Certificate in Accounting
- AAT Diploma in Accounting
- AAT Diploma in Professional Accounting

### Public Benefit

The main objective of the Reed Educational Trust is to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the UK or elsewhere). The Trust's primary charitable activity is the provision of high quality education to accountancy & finance students at Reed Business School as discussed above.

The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary guidance on the advancement of education and fee-charging.

In order to ensure that those who cannot afford fees and those in poverty are not excluded from the opportunity to benefit from education, the Trust has donated a proportion of its income to various educational charities and, in 2022, continued a bursary scheme to assist Charity employees who attend accountancy courses at Reed Business School.

It is the intention that this will be more widely promoted to the Charity sector so we can offer support to Charities who are facing huge funding challenges as a direct result of the impact of the COVID-19 pandemic. The bursary scheme includes awards to individuals embarking on an accountancy career via professional tuition courses at Reed Business School. These donations benefit the public in many different ways, offering educational opportunities to a variety of groups, both in the UK and overseas, mainly through the diverse activities of different charities. These donations will provide educational benefit to those who are in poverty or restricted by the ability to pay.

### Bursaries to charities

	£
<b>2022</b>	<u>1,608</u>
<b>2021</b>	<u>-</u>

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

### Public Benefit (continued)

During 2022, Donations were donated, in line with the Trust's educational objectives, via the Big Give Christmas Challenge organisation and the gardens of The Manor were opened via the NGS.

<b>Other donations to charities:</b>	<b>£</b>
<b>Big Give Christmas Challenge 2022*</b>	20,000
<i>Donations were made to Raleigh International Trust, Open University, Royal Welsh college of Music and Drama</i>	
<b>NGS Open Gardens</b>	226
<b>Total donations to charities:</b>	<u>                    </u>
<b>2022</b>	<u><u>20,226</u></u>
<b>2021</b>	<u><u>21,097</u></u>

\* A total of £25,653 pledges matched in the year. £20,000 donation provided in 2022 with £5,653 rolled over from 2021.

### Fundraising activities

The Charitable Company has registered with the fundraising regulator. The aim of the regulator is to ensure that fundraising is respectful, honest, open and accountable to the public.

All fundraising activities are directly managed by Charitable Company staff. We do not engage third parties to raise funds on our behalf. We are mindful that no fundraising should be unreasonably persistent or apply undue pressure on anyone or intrude on anyone's privacy.

The Charitable Company receives the majority of its funding from the Education and Skills Funding Agency.

### Achievements and Performance

Since its foundation over 50 years ago, Reed Business School has nurtured the developing careers of thousands of student professionals. Reed Business School continues to be the only professional examination training provider to openly and transparently publish results. Pass rates continue to excel with the following notable achievements:

#### Pass-Rates Overview

**ICAEW** results have continued to compare favourably with the national first time pass rates at Professional and Advanced Levels. Totalling all first-time sittings Reed Business School Professional Level courses achieved a pass rate of 84.3% compared to the national pass rate of 79.7%. Advanced Level courses achieved 87.0% compared to the national of 86.6%.

#### 2022 Advanced Annual International Annual Order of Merit Prize Winners

Second place and the Deloitte prize: Lily Gammon, Apprentice, Francis Clark LLP

**ACCA** results in 2022 were again substantially higher than the average worldwide pass rates of 44.9% over all papers, with the total of all Reed Business School sittings achieving 83.1%; including 2 papers achieving 100% in both Jun-22 and Dec-22.

During the academic year of 21/22 we had a total of 290 apprentices on-programme, including 121 new starters.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Delegate Day Overview

- Total delegate days in 2022 increased by 4.2% compared to 2021, from 11,100 to 11,563.
- ICAEW delegate days decreased by 6.3% from 8,505 in 2021 to 8,001 in 2022.
- ACCA delegate days increased by 2.2% from 2,014 in 2021 to 2,457 in 2022.
- CIMA delegate days has increased by 9.1% from 374 in 2021 to 408 in 2022.

### Pay Policy

The directors consider the board of directors, who are the Trust's Trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day to day basis. All directors give their time freely and no director received remuneration in the year for that post. Details of directors' expenses and related party transactions are disclosed in notes 6 and 18 of these financial statements. The pay of the staff is reviewed annually and normally increased in accordance with inflation.

### Financial Review

The end of year Total Income increased by 11.9% to £2,307,699 (2021: £2,061,665) and Total Funds were considered high enough to make charitable donations of £28,487 (2021: £21,097). Income from charitable activities of course and accommodation provision increased by 10.5% to £2,234,915 (2021: £2,021,732), income from hire of facilities to other course providers increased by 184.7% to £62,047 (2021: £21,797) which is in line with 2020.

Total expenditure has also increased by 21.3% to £2,316,201 (2021: £1,909,615); included in these figures are the charitable donations made in the year £28,487 (2021: £21,097) given through Big Give donations to Educational Charities and bursaries. The cost of the main charitable activities of £2,001,970 increased by 9.6% over last year (2021: £1,826,479). Expenditure relating to the hire of facilities to other course providers £285,939 (2021: £62,039) increased by approximately 360.9%.

Principle income is received as course income by Reed Business School and the majority is expended on the provision of educational courses. A portion of its profits may be covenanted to Reed Educational Trust each year.

Expenditure is mainly on charitable activities, such as the provision of courses and accommodation. The cost of hiring facilities to other course providers is largely residential, building and staff costs.

### Investment Policy

Aside from the grants and expenditure incurred on an ongoing basis to support the regular work of the Trust, any surplus funds that may become available are invested in the long term lease of property or freehold property that can be utilised to further support the work of the trust.

### Reserves Policy and Going Concern

The Charity's funds at the end of 2022 were £1,953,864 (2021: £1,959,243). Of this total amount, £613,910 (2021: £589,294) are tangible assets in the form of properties used for residential facilities which are integral to the business providing accommodation facilities for its residential training courses.

The Trustees agreed to donate £20,000 to the 2022 Big Give Christmas Challenge which will be distributed to a range of applicable charities.

The Trustees agreed a reserves policy to maintain a level of unrestricted reserves to cover core expenditure which would allow the charity to carry on its activity in the event of financial difficulties.

Based on this the Trustees agreed to hold sufficient unrestricted funds to cover the annual expenditure within the Trust based upon the latest financial statements. It was also agreed the trading subsidiary would hold reserves funds equivalent to 6 months overheads based upon the latest financial statements.

The trust owns four properties providing residential facilities supporting the charitable objectives of providing residential training courses to promote and advance professional education and Co-Member development.

### Plans for future periods

- The group's current plans are:
  - To maintain position in a competitive market by continuing to offer high quality education
  - Respond to Clients' needs to offer high quality blended delivery options
  - Implement different teaching strategies to increase student engagement suitable for live on-line learning
  - To maintain our position on the Government Register of Apprenticeship Training Providers and the provision of Level 2, Level 3, Level 4 and Level 7 apprenticeships
-

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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- Continue to work with AAT to build our range of AAT courses working alongside a dedicated on-line platform provider, Mindful Education. Many of our firms have AAT trainees and the trend for school leavers v graduate recruitment is increasing
- Continue to develop Pro-Solutions and Smart Assessor to enable the management of the Apprenticeship funding to be managed in-house and provide greater reporting, administrative support and functionality
- To build on the 'Good' Ofsted rating achieved in 2022.

### Trustees' responsibilities in relation to the financial statements

The Trustees (who are the directors of Reed Educational Trust Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and Group for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company and Group will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charitable Company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Statement as to disclosure of information to auditors

In so far the Trustees are aware of:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditors are aware of that information

### Auditors

Auditors will be proposed for appointment in accordance with Section 487 of the Companies Act 2006.

22/9/2023

Approved by order of the board of Trustees on ..... and signed on its behalf by:

*Peter Green*

.....  
**Peter Green**  
**Trustee**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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### **Opinion**

We have audited the financial statements of The Reed Educational Trust Limited (the Charitable Company) and its subsidiaries (the Group) for the year ended 31 December 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Group's and the Charitable Company's affairs as at 31 December 2022, and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- The parent Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements and the Trustees' Annual Report in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

### **Responsibilities of Trustees**

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

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

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006, Charity legislations and regulation and taxation laws;
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of the management. We corroborated our inquiries through our review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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- Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- testing the operating effectiveness of controls that prevent and detect fraud;
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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

### Use of our report

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



.....  
**Scott Lawrence FCA**  
**(Senior Statutory Auditor)**

22/09/2023

.....  
**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**  
**Cheltenham**

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted and Total Funds 2022 £	Unrestricted and Total Funds 2021 £
<b>Income and Endowments from</b>			
<b>Charitable activities:</b>			
Provisions of courses and accommodation		2,234,915	2,021,732
<b>Other trading activities</b>			
Hire of facilities to other course providers		62,047	21,797
Miscellaneous sales and other income	4	8,051	16,001
Investment income		2,686	2,135
<b>Total Income &amp; Endowments</b>		<b>2,307,699</b>	<b>2,061,665</b>
<b>Expenditure on</b>			
<b>Charitable activities</b>			
Provision of courses and accommodation		1,998,652	1,826,479
Charitable donations		28,487	21,097
<b>Other expenditure</b>			
Hire of facilities to other course providers		285,939	62,039
<b>Total expenditure</b>	3	<b>2,313,078</b>	<b>1,909,615</b>
<b>Net incoming resources</b>		(5,379)	152,050
<i>Reconciliation of funds</i>			
Funds balances brought forward		1,959,243	1,807,193
<b>Total funds carried forward at 31 December 2022</b>		<b>1,953,864</b>	<b>1,959,243</b>

All income and expenditure has arisen from continuing activities.

The notes on pages 13 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED  
CONSOLIDATED AND PARENT CHARITABLE COMPANY BALANCE SHEETS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Group		Charitable Company	
		2022 £	2021 £	2022 £	2021 £
<b>Fixed assets</b>					
Intangible assets	10	5,726	8,997	-	-
Tangible assets	11	662,400	650,974	546,548	585,217
Shares in group undertakings	12	-	-	2	2
		<u>668,126</u>	<u>659,971</u>	<u>546,550</u>	<u>585,219</u>
<b>Current assets</b>					
Stock		1,792	1,340	-	-
Debtors	13	437,716	340,916	4,896	9,489
Cash at bank and in hand		1,347,007	1,401,538	712,145	748,281
		<u>1,786,515</u>	<u>1,743,794</u>	<u>717,041</u>	<u>757,767</u>
<b>Creditors</b>					
Amounts falling due within one year	14	(422,932)	(376,492)	(10,934)	(3,929)
<b>Net current assets</b>		<u>1,363,583</u>	<u>1,367,302</u>	<u>706,107</u>	<u>753,838</u>
Creditors due more than one year		(65,311)	(52,178)	-	-
Provision for liabilities and charges	15	(12,534)	(15,852)	-	-
<b>Net assets</b>		<u><b>1,953,864</b></u>	<u><b>1,959,243</b></u>	<u><b>1,252,657</b></u>	<u><b>1,339,057</b></u>
<b>Funds of the charity</b>					
Unrestricted income funds:					
General funds		<u>1,953,864</u>	<u>1,959,243</u>	<u>1,252,657</u>	<u>1,339,057</u>
<b>Total Charity funds</b>		<u><b>1,953,864</b></u>	<u><b>1,959,243</b></u>	<u><b>1,252,657</b></u>	<u><b>1,339,057</b></u>

The Trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

22/9/2023

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

*Peter Green*

.....  
**Peter Green**

The notes on pages 13 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED CASH FLOW STATEMENT FOR**  
**THE YEAR ENDED 31 DECEMBER 2022**

	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£
<b>Cash flows from operating activities</b>		
Cash generated from operations	59,977	103,396
Interest received	2,686	2,135
Tax paid	(32,361)	-
<b>Net cash generated by operating activities</b>	<b>30,302</b>	<b>105,531</b>
<b>Cash flows used in investing activities</b>		
Purchase of Tangible Fixed Assets	(85,907)	(31,129)
Purchase of Intangible Fixed Assets	-	(9,815)
<b>Net cash used in investing activities</b>	<b>(85,907)</b>	<b>(40,944)</b>
<b>Cash flows used in financing activities</b>		
Loan advances	1,074	-
<b>Net cash used in financing activities</b>	<b>1,074</b>	<b>-</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>(54,531)</b>	<b>64,587</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>1,401,538</b>	<b>1,336,951</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>1,347,007</b>	<b>1,401,538</b>
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>	<b>2022 £</b>	<b>2021 £</b>
<b>Net income/(expense) for the reporting period (as per the statement of financial activities) before taxation</b>	<b>(5,379)</b>	<b>152,050</b>
<b>Adjustments for:</b>		
Interest received	(2,686)	(2,135)
Depreciation and amortisation	77,753	65,882
(Profit) / loss on disposal	-	(1,250)
Tax (credit) / expense	(3,318)	(26,029)
(Increase) / decrease in Debtors	(96,800)	(26,916)
Increase in inventories	(452)	-
Increase/ (decrease) in Creditors	90,859	(58,206)
<b>Net cash provided by operating activities</b>	<b>59,977</b>	<b>103,396</b>

The Group has no debt and accordingly no net debt reconciliation is reported.

The notes on pages 13 to 24 form part of these financial statements.

## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

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#### 1 Statutory Information

The Reed Educational Trust Limited is a charitable private company, limited by guarantee, registered in England and Wales. The Charitable Company's registered number and registered office address can be found on the Charitable Company information page.

In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Basis of preparation

The financial statements of the Group and 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 (FRS102)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention except for, where disclosed in these accounting policies, certain items that are shown at fair value.

The presentational currency of the financial statements is Pounds Sterling, being the functional currency of the primary economic environment in which the Group operates. Monetary amounts in these financial statements are rounded to the nearest Pound.

##### Basis of consolidation

The consolidated financial statements consolidate the financial statements of the Charitable Company and its subsidiary undertaking drawn up to 31 December 2022 on a line by line basis.

A subsidiary is an entity controlled by the Charitable Company. Control is achieved where the Charitable Company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the Group. Inter-company transactions and balances, between the Charitable Company and its subsidiaries, are eliminated in full. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

##### Going concern

As disclosed in the Trustee's Report, the longer term impact of Covid-19 pandemic has continued to have a significant impact on the Group. In assessing the going concern status of the Group and Charitable Company, the Trustees have given consideration to the cash on hand and available position of the Group at the date of approving the financial statements, prepared detailed cash flow forecasts and projections and applied stress test scenarios to those forecasts. The Trustees have also taken into consideration how the Group has adapted positively to the effect of Covid-19, including reviewing their ongoing provision of training.

After reviewing the Group's forecasts and projections, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group and Charitable Company therefore continues to adopt the going concern basis in preparing its financial statements.

## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

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#### 2 Accounting policies (continued)

##### **Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

##### **Judgements**

No significant judgements have been made by management in preparing these financial statements.

##### **Key sources of estimation uncertainty**

No key sources of estimation uncertainty have been identified by management in preparing these financial statements other than those detailed in these accounting policies.

##### **Turnover and income**

Turnover comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Group's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts.

The Group recognises revenue when:

The amount of revenue can be reliably measured;  
it is probable that future economic benefits will flow to the entity;  
and specific criteria have been met for each of the Group's activities.

##### **Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

##### **Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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.

##### **Tax**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the profit and loss account, except that a charge attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Group operates and generates taxable income.

Deferred tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements and on unused tax losses or tax credits in the company. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

The carrying amount of deferred tax assets are reviewed at each reporting date and a valuation allowance is set up against deferred tax assets so that the net carrying amount equals the highest amount that is more likely than not to be recovered based on current or future taxable profit.

##### **Intangible assets**

Software and website costs have been recognised and capitalised as the costs of the asset can be measured reliably and it is probable that future economic benefits that are directly attributable to the asset will flow to the Group.

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**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

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**2 Accounting policies (continued)**

**Amortisation**

Amortisation is charged to the cost of providing courses and accommodation so as to write off the cost of assets over their estimated useful lives as follows:

<b>Asset class</b>	<b>Amortisation method and rate</b>
Software development and website costs	3 years straight line

**Tangible fixed assets**

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

**Depreciation**

Depreciation of fixed assets is calculated to write off their cost or valuation on a straight line basis over their estimated useful lives as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Freehold buildings	50 years
Leasehold land and buildings	10 years
Garden equipment	5 years (10 years prior to 2008)
Fixtures and fittings	5 years (10 years prior to 2008)

**Stocks**

Stocks are valued at the lower of cost and net realised value, after making due allowance for obsolete and slow moving items.

**Trade debtors**

Trade debtors are amounts due from customers for goods sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All trade debtors are repayable within one year and hence are included at the undiscounted cost of cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the debtors.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Group does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

**Provisions**

Provisions are recognised where the Group has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount.

**Leases**

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

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#### 2 Accounting policies (continued)

##### **Defined contribution pension obligation**

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

##### **Funds accounting**

Unrestricted funds are those funds which the Trustees are free to use in accordance with charitable objects. Restricted funds are funds which are given for particular purposes specified by their donors.

##### **Financial instruments**

The Group only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

##### **Classification**

Financial instruments are classified and accounted for according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the Group after deducting all of its liabilities.

##### **Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

##### **Impairment**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

A non financial asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate. For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**3 Analysis of expenditure**

	Charitable Activities £	Charitable Donations £	Other Activities £	Total 2022 £	Total 2021 £
Provision of courses and accommodation	1,672,604	-	-	1,672,604	1,517,772
Charitable Donations	-	28,487	-	28,487	21,097
Hire of facilities to other course	-	-	285,939	285,939	62,039
Administrative / Managerial /					
Financial expenses	302,592	-	4,908	307,500	321,079
External Audit	11,400	-	-	11,400	10,400
Legal & other professional services	10,466	-	-	10,466	3,257
Taxation	(3,318)	-	-	(3,318)	(26,029)
<b>Total 2022</b>	<b>1,993,744</b>	<b>28,487</b>	<b>290,847</b>	<b>2,313,078</b>	<b>1,909,615</b>
<b>Total 2021</b>	<b>1,821,258</b>	<b>21,097</b>	<b>67,260</b>		

**4 Miscellaneous sales**

	2022 £	2021 £
Other operating income	8,051	4,381
Government grants	-	11,620
	<u>8,051</u>	<u>16,001</u>

Government grants relate to grants receivable under the Coronavirus Job Retention Scheme.

**5 Operating profit**

	2022 £	2021 £
Operating profit is stated after charging:		
Auditors' remuneration	11,400	10,400
Amortisation of intangible fixed assets: owned assets	3,271	818
Depreciation of tangible fixed assets: owned assets	<u>74,482</u>	<u>65,064</u>

**6 Trustees and directors**

One of the Trustees received remuneration from the Group in the year 31 December 2022 (2021: one).

The Trustees have the power to appoint a paid member of staff as a trustee and duly appointed Stella Shaw in September 2014, who is a paid member of staff for the Group's trading subsidiary. Remuneration was paid to Stella Shaw in respect of her role as Operations Manager of the trading subsidiary, not as payment for her trusteeship. No other remuneration, other benefit or reimbursement of trustee expenses was paid to Trustees for the year ended 31 December 2022 nor the year ended 31 December 2021.

	2022 £	2021 £
Directors' emoluments	<u>47,301</u>	<u>45,660</u>

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**7 Staff costs**

	<b>2022</b>	<b>2021</b>
	£	£
Wages and salaries	641,893	506,687
Social security costs (Employers NI)	51,036	41,924
Other pension costs	11,960	10,231
Redundancy costs	-	-
	<u>704,889</u>	<u>557,842</u>

The average number of employees during the year was 22 (2021: 18).

No employees received employee benefits in excess of £60,000 during the year (2021 - none).

**8 Taxation**

All income of the Charitable Company falls within the exemptions afforded to corporate charities and charitable trusts by Sections 478 and 479 Corporation Tax Act 2010 and Sections 524 and 525 Income Tax Act 2007 and there is no corporation tax payable by the Charitable Company.

The subsidiary is not a charity and is subject to Corporation taxation.

	<b>2022</b>	<b>2021</b>
	£	£
Corporation Tax effective at 19% (2021: 19%)	-	32,361
UK corporation tax adjustment to prior periods	-	(56,840)
Deferred tax charge for the year	(4,287)	3,049
Deferred tax adjustment arising from changes in tax rates	-	3,073
Deferred tax adjustment to prior periods	969	(7,672)
	<u>(3,318)</u>	<u>(58,390)</u>

**9 Financial performance of the charity**

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary, Reed Business School Limited, whose activities are set out in Note 12.

As permitted by section 408 Companies Act 2006, the parent charitable company's statement of financial activities has not been included in these financial statements. Its deficit for the financial year was £86,400 (2021: surplus of £263,658).

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

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**10 Intangible fixed assets**

**Group**

	<b>Software Costs £</b>
<b>Cost</b>	<hr/>
1 January 2022 and 31 December 2022	9,815
	<hr/>
<b>Depreciation</b>	
1 January 2022	818
Charge for the year	3,271
	<hr/>
31 December 2022	4,089
	<hr/>
<b>Net book amounts</b>	
31 December 2022	5,726
	<hr/> <hr/>
31 December 2021	8,997
	<hr/> <hr/>

The Charitable Company has no intangible fixed assets.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**11 Tangible fixed assets**

<b>Group</b>	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2022	12,581	638,534	472,031	824,174	1,947,320
Additions	-	10,099	75,808	-	85,907
Disposals	-	(33,795)	-	-	(33,795)
31 December 2022	12,581	614,838	547,839	824,174	1,999,432
<b>Depreciation</b>					
1 January 2022	12,581	576,853	424,289	282,622	1,296,345
Elimination on disposal	-	23,290	27,936	23,256	74,482
Charge for the year	-	(33,795)	-	-	(33,795)
31 December 2022	12,581	566,348	452,225	23,256	1,337,032
<b>Net book amounts</b>					
31 December 2022	-	48,490	95,614	518,296	662,400
31 December 2021	-	61,681	47,742	541,552	650,975

Included within the net book value of land and buildings above is £518,296 (2021: £541,552) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**11 Tangible fixed assets (continued)**

**Charitable Company**

	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2022 and 31 December 2022	12,581	45,525	154,132	824,174	1,036,412
<b>Depreciation</b>					
1 January 2022	12,581	45,525	110,466	282,622	451,194
Charge for the year	-	-	15,414	23,256	38,670
31 December 2022	12,581	45,525	125,880	305,878	489,864
<b>Net book amounts</b>					
31 December 2022	-	-	28,252	518,296	546,548
31 December 2021	-	-	43,666	541,552	585,218

Included within the net book value of land and buildings above is £518,296 (2021: £541,552) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**12 Trading subsidiary**

The trading subsidiary Reed Business School Limited (company number: 02949665), which is incorporated in the United Kingdom and as the same registered office as the Charitable Company, runs the educational college and all commercial trading activities. The subsidiary may covenant a proportion of its profits after taxation to the Charitable Company. The Charitable Company owns the entire share capital of 2 ordinary shares of £1 each.

A summary of the trading results is shown below:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Turnover</b>	2,296,962	2,043,529
Cost of sales and administrative costs	(2,228,110)	(1,867,915)
Other operating income	8,851	16,469
Taxation	3,318	26,029
Donation paid to parent charity, recognised as a distribution	-	(329,915)
<b>Net profit retained in subsidiary</b>	<u>81,021</u>	<u>(111,803)</u>
<b>The assets and liabilities were:</b>		
Fixed assets	121,578	74,754
Current assets	1,069,474	986,027
Current liabilities	(374,223)	(372,563)
Non-current liabilities	(65,311)	(52,178)
Provisions	(12,534)	(15,852)
<b>Aggregate share capital and reserves</b>	<u>735,666</u>	<u>620,188</u>

**13 Debtors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
<b>Amounts falling due within one year</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	145,635	80,256	-	-
Other debtors	224,916	5,653	1,200	5,653
Prepayments and accrued income	67,165	255,007	3,696	3,833
	<u>432,820</u>	<u>338,824</u>	<u>4,896</u>	<u>9,489</u>

**14 Creditors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
<b>Amounts falling due within one year</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Loans and borrowings	1,074	-	-	-
Trade creditors	179,175	186,998	8,633	1,929
Taxation	-	32,361	-	-
Accruals and deferred income	192,562	119,875	2,301	2,000
VAT	24,855	20,804	-	-
Payroll liabilities	17,754	12,802	-	-
Other creditors	7,512	3,652	-	-
	<u>422,932</u>	<u>376,492</u>	<u>10,934</u>	<u>3,929</u>
<b>Amounts falling after one year</b>				
Deferred income	65,311	52,178	-	-

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

**14 Creditors (continued)**

Deferred income relates to the apprenticeship funding received from the ESFA and is topped up by employers when necessary. The balance of deferred income has moved in the year as follows:

Deferred income reconciliation	Group		Charitable Company	
	2022 £	2021 £	2022 £	2021 £
Balance at 1 January	100,794	128,594	-	-
Amount released in year	(100,794)	(128,594)	-	-
Amount deferred in year	152,475	100,794	-	-
Balance at 31 December	152,475	100,794	-	-

**15 Provision for liabilities and charges**

	Deferred Tax £
1 January 2022	15,852
Decrease in provision in year	(3,318)
31 December 2022	12,534

**16 Leasing Agreements**

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

	2022 £	2021 £
Within one year	90,482	81,409
Between one and five years	347,839	-
	438,322	81,409

The amount of non-cancellable operating lease payments recognised as an expense during the year was £91,040 (2021 - £45,116).

**17 Transactions involving Trustees**

The parent company operated from premises held on a lease.

Sir Alec Reed is a trustee of the Reed Educational Trust Limited and has a material interest in Reed Global Ltd. The company trades with Reed Global Ltd and its subsidiaries, Reed Specialist Recruitment Ltd, Reed Property Ltd, Reed Online Ltd and Reed Foundation a normal trading basis. Please refer to note 18 on related party transactions, subsections (i) to (iii) for further details of transactions.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022**

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**18 Related party transactions**

The Group had the following related party transactions during the year:

**(i) Sir Alec Reed**

Relationship – Sir Alec Reed is a Trustee of the Charitable Company, The Reed Educational Trust Limited. The Group paid rent to Sir Alec for some properties used by residential students. The Company also shares the cost of a gardener with Sir Alec. The rent due for the car park and residential properties for the year totalled £26,000 (2021: £8,250). The shared cost of a gardener was £nil (2021: £nil). The balance due to Sir Alec Reed at the year-end was £nil (2021: £9,360).

**(ii) Reed Global Limited and its subsidiaries**

Relationship – There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, including Sir Alec Reed who has a material interest in Reed Global Limited.

The Group invoices Reed Global Limited and its subsidiaries for professional training courses. The amount invoiced in the year totalled £1,123 (2021: £2,999). The balance due from Reed Global Limited subsidiaries at the year-end was £nil (2021: £1,477).

Reed Specialist Recruitment Limited invoiced the Group for the cost of staff working at the company and for other administrative recharges totalling £114,343 (2021: £82,011) and accrued £16,643 (2021: £11,353). The balance due to Reed Specialist Recruitment Limited at the year-end was £5,210 (2021: £6,768).

The Group invoiced Reed Specialist Recruitment Limited for use of facilities totalling £62,697 (2021: £22,697). The balance due from Reed Specialist Recruitment Limited was £21,750 (2021: £24,956).

Reed Property Limited invoices the Group for the use of property for residential students. The amounts invoiced in the year totalled £10,920 (2021: £2,730). The balance due to Reed Property Limited at the year-end was £910 (2021: £910).

**(iii) The Reed Foundation**

Relationship – Sir Alec Reed and James Reed are Trustees of the registered charity The Reed Foundation. The Reed Foundation owns property utilised by the Group. Rent is paid on the Manor and several other properties in the village which are owned by The Reed Foundation. The amount invoiced in the year was £128,308 (2021: £39,116). The amount due to Reed Foundation at the year-end was £64,154 (2021: £39,116).

**19 Analysis of charitable funds**

The entire funds held by the Charitable Company are unrestricted and are free reserves for use in achieving the charity's aims and objectives.

**20 Control**

The Charitable Company is controlled by the Board of Trustees / Directors.

**THE REED EDUCATIONAL TRUST LIMITED**  
**SOLUS STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022**

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	2022 £	2021 £
Incoming resources:		
Donation from subsidiary	-	329,915
Other income	666	942
Interest received	1,220	725
	<hr/> 1,886	<hr/> 331,852
 Expenditure on charitable activities	 (88,286)	 (67,924)
	<hr/> (86,400)	<hr/> 263,658
<b>Net surplus)</b>	<b>(86,400)</b>	<b>263,658</b>
Total funds brought forward	1,339,057	1,075,399
	<hr/> 1,252,657	<hr/> 1,339,057
<b>Total funds carried forward</b>	<b>1,252,657</b>	<b>1,339,057</b>

This page does not form part of the financial statements

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**THE REED EDUCATIONAL TRUST LIMITED**

England & Wales - Charity number 328347

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# Accounts

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**THE REED EDUCATIONAL TRUST  
LIMITED**

**(A company limited by guarantee)**

**Report and Financial Statements**

**For the Year Ended 31 December 2021**

**Charity number: 328347**

**Company number: 02420409**

**THE REED EDUCATIONAL TRUST LIMITED**

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## THE REED EDUCATIONAL TRUST TRUSTEES' ANNUAL REPORT

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The Trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report together with the financial statements of the Charitable Company for the year ended 31 December 2021. The Trustees have adopted the provisions of the Statement of Recommended Practise (SORP) 'Accounting and Reporting by Charities' effective from January 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

### Reference and Administrative Details

INCORPORATED	in England on 6 September 1989
COMPANY NUMBER	02420409
REGISTERED CHARITY NUMBER	328347
REGISTERED OFFICE	The Manor Little Compton Moreton in Marsh Gloucestershire GL56 0RZ

### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees. The Trustees serving during the year and since the year end were as follows:

	Sir Alec Reed CBE FCMA Peter Green Asad Noorani FCA James Reed MA MBA FCIPD Stella Shaw
SECRETARY	Stella Shaw
OPERATIONS MANAGER	Stella Shaw
AUDITORS	Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX
BANKERS	HSBC City of London Branch 60 Queen Victoria Street London EC4N 4TR

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Structure, Governance and Management**

#### Governing Document

The company is a charitable company, limited by guarantee and was set up on 6 September 1989. It is governed by a Memorandum and Articles of Association.

#### Appointment of Trustees

Trustees are elected by the Trust at the Annual General Meeting of the Trust to serve for a period of three years or less and at least one Trustee retires at each Annual General Meeting. A retiring Trustee may be reappointed.

#### Trustee induction

New Trustees are briefed on their obligations as Trustees, the structure and administration, plans and performance of the charity, and relevant current issues. They are provided with information on all the charity's educational courses and are invited to attend any of the lectures. They receive a tour of the Manor and accommodation properties and are introduced to employees. Trustees are encouraged to attend external training courses pertinent to their role.

#### Organisation

The Board of Trustees, which governs the charity, consist of between three and eleven persons. The Board meets bi-annually and delegates authority to the Operations Manager for the day to day Management of the charity.

There were on average over the year 18 employees (2020: 22).

#### Related parties

The parent company operates from premises rented from The Reed Foundation.

There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, The Reed Educational Trust Limited, including Sir Alec Reed who has material interest in Reed Global Limited. The Subsidiary company trades with Reed Global Limited and its subsidiaries on a normal trading basis.

#### Risk Management

The Trustees regularly identify and review the major risks to which the charity is exposed. They ensure that the appropriate systems are in place to manage and mitigate those risks.

In addition, risk assessments are reviewed annually for all residential properties.

Some staff members are trained in the IOSH Managing Safely qualification and St John's Ambulance First Aid training. Staff are also trained in Fire Awareness.

A Safeguarding team consist of a Safeguarding Team Leader and 3 trained Designated Safeguarding Officers. Once member is also trained in Mental Awareness.

### **Objectives and activities**

The objectives of the charity are:

To promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the United Kingdom or elsewhere) and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom or elsewhere any college or school of accountancy or otherwise for the education of the members of the public (whether in the United Kingdom or elsewhere).

The main objectives for the year are the promotion and advancement of education by the provision of high quality accountancy, financial services, and co-member development courses and to donate funds to educational projects that help those in poverty and those who cannot afford educational fees.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Objectives and activities (continued)

The charity achieves its objectives by:

- Providing residential/non-residential accredited courses in a quiet village in the Cotswolds, facilitating dedicated and uninterrupted study
- Employing qualified, reputable and experienced tutors for all courses
- Enabling good examination pass rates by providing a dedicated tutor team and a unique learning environment
- Tutors working with individuals to guide them on their practical experience requirements
- Tutors meeting with student representatives to discuss valuable feedback on courses, tutors and progress through the various qualifications
- Allocating professional coaches to mentor students throughout their Apprenticeship study program
- Encouraging individual students in their studies by offering discounted fees and payments by instalments
- Maintaining close professional links with accountancy bodies to ensure course content is accurate, to keep abreast of syllabus changes, and to help students/clients in their understanding of professional accountancy qualifications

All accountancy and financial service courses at the Business School are accredited by the relevant professional body, which include:

- The Institute of Chartered Accountants in England and Wales (ICAEW)
- The Association of Chartered Certified Accountants (ACCA)
- The Chartered Institute of Management Accountants (CIMA)

The comprehensive range of qualifications offered in the year comprised:

- Associate Chartered Accountant
- Chartered Certified Accountant
- CIMA Professional Qualification
- CIMA Certificate in Business Accounting

### Public Benefit

The main objective of the Reed Educational Trust is to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the UK or elsewhere). The Trust's primary charitable activity is the provision of high quality education to accountancy & finance students at Reed Business School as discussed above.

The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary guidance on the advancement of education and fee-charging.

In order to ensure that those who cannot afford fees and those in poverty are not excluded from the opportunity to benefit from education, the Trust has donated a proportion of its income to various educational charities and, in 2020, continued a bursary scheme to assist Charity employees who attend accountancy courses at Reed Business School. The Trust did not receive any applicable applications for a bursary which during 2020.

It is the intention that this will be more widely promoted to the Charity sector so we can offer support to Charities who are facing huge funding challenges as a direct result of the impact of the COVID-19 pandemic. The bursary scheme includes awards to individuals embarking on an accountancy career via professional tuition courses at Reed Business School. These donations benefit the public in many different ways, offering educational opportunities to a variety of groups, both in the UK and overseas, mainly through the diverse activities of different charities. These donations will provide educational benefit to those who are in poverty or restricted by the ability to pay.

### Bursaries to charities

	£
<b>2021</b>	-
<b>2020</b>	-

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Public Benefit (continued)

During 2021, Donations were donated, in line with the Trust's educational objectives, via the Big Give Christmas Challenge organisation and the gardens of The Manor were opened via the NGS.

Other donations to charities:	£
<b>Big Give Christmas Challenge 2021*</b>	20,597
<i>Donations were made to Raleigh International Trust, Open University, Royal Welsh college of Music and Drama</i>	
<b>NGS Open Gardens</b>	500
<b>Total donations to charities:</b>	<hr/>
<b>2021</b>	<b>21,097</b> <hr/>
<b>2020</b>	<b>6,200</b> <hr/>

\* A total of £25,000, with £20,597 pledges matched in the year and the balance carried forward to the 2022 Big Give Christmas Challenge.

### Fundraising activities

The Charitable Company has registered with the fundraising regulator. The aim of the regulator is to ensure that fundraising is respectful, honest, open and accountable to the public.

All fundraising activities are directly managed by Charitable Company staff. We do not engage third parties to raise funds on our behalf. We are mindful that no fundraising should be unreasonably persistent or apply undue pressure on anyone or intrude on anyone's privacy.

The Charitable Company receives the majority of its funding from the Education and Skills Funding Agency.

### Achievements and Performance

Since its foundation over 40 years ago, Reed Business School has nurtured the developing careers of thousands of student professionals. Reed Business School continues to be the only professional examination training provider to openly and transparently publish results. Pass rates continue to excel with the following notable achievements:

#### Pass-Rates Overview

We have been unable to report on ICAEW Certificate Level first time pass rates since COVID as students were not taking their E-assessments at the Business School and we did not have the facility to receive results from ICAEW. Therefore we are not including these results in our overview. With effect from 2022, it will be possible to gather first time results from students sitting their e-assessments either remotely or at another Pearson centre.

ICAEW results have continued to compare favourably with the national first time pass rates at Professional and Advanced Levels. Reed Business School Professional Level courses averaged 87% compared to the national average of 83%. Advanced Level courses averaged 90% compared to the national of 85%. (These statistics are based on annual averages).

#### Professional Annual International Annual Order of Merit Prize Winners

- Joint fourth place and the Northcott prize: Oliver Soans, Apprentice, HL Barnes;
- Highest non-graduate student and the Simon Morris Memorial prize: Oliver Soans, Apprentice, HL Barnes
- Joint sixth place and the Arthur Swinson prize: Lily Gammon, Apprentice, Francis Clark

ACCA results in 2021 were again substantially higher than the average worldwide pass rates of 45% over all papers, with the average of 84% pass rate including 4 papers achieving 100%. The fundamentals papers achieved 100%, in all papers.

During the academic year of 20/21 we had 175 new starters and 48 learners on-programme due to complete of which 33 completed on target giving us a 69% timely achievement rate.

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## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Delegate Day Overview

- Total delegate days in 2021 decreased by 7.5% compared to 2020, from 12,001 to 11,100.
- ICAEW delegate days decreased by 1.1% from 8,602 in 2020 to 8,505 in 2021.
- ACCA delegate days decreased by 9.8% from 2,234 in 2020 to 2,014 in 2021.
- CIMA delegate days has decreased by 39.1% from 614 in 2020 to 374 in 2021.

### Pay Policy

The directors consider the board of directors, who are the Trust's Trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day to day basis. All directors give their time freely and no director received remuneration in the year for that post. Details of directors' expenses and related party transactions are disclosed in notes 6 and 18 of these financial statements. The pay of the staff is reviewed annually and normally increased in accordance with inflation.

### Financial Review

The end of year Total Income decreased slightly by 2.4% to £2,061,665 (2020: £2,112,187) and Total Funds were considered high enough to make charitable donations of £21,097 (2020: £5,000). Income from charitable activities of course and accommodation provision increased by 4.4% to £2,021,732 (2020: £1,936,013), income from hire of facilities to other course providers decreased by 67.9% to £21,797 (2020: £67,962). These decreases were due to continued impact of COVID-19 and in particular the hire of facilities which has been paused since March 2020.

Total expenditure has also decreased by 0.2% to £1,909,615 (2020: £1,904,976); included in these figures are the charitable donations made in the year £21,097 (2020: £5,000) given through Big Give donations to Educational Charities and bursaries. The cost of the main charitable activities of £1,826,479 decreased by 0.9% over last year (2020: £1,843,044). Expenditure relating to the hire of facilities to other course providers £62,039 (2020: £56,932) increased by approximately 9.0%.

Principle income is received as course income by Reed Business School and the majority is expended on the provision of educational courses. A portion of its profits may be covenanted to Reed Educational Trust each year.

Expenditure is mainly on charitable activities, such as the provision of courses and accommodation. The cost of hiring facilities to other course providers is largely residential, building and staff costs.

### Investment Policy

Aside from the grants and expenditure incurred on an ongoing basis to support the regular work of the Trust, any surplus funds that may become available are invested in the long term lease of property or freehold property that can be utilised to further support the work of the trust.

### Reserves Policy and Going Concern

The Charity's funds at the end of 2021 were £1,959,243 (2020: £1,807,193). Of this total amount, £589,294 (2020: £622,837) are tangible assets in the form of properties used for residential facilities which are integral to the business providing accommodation facilities for its residential training courses.

The Trustees agreed to donate £20,597 to the 2020 Big Give Christmas Challenge which will be distributed to a range of applicable charities.

The Trustees agreed a reserves policy to maintain a level of unrestricted reserves to cover core expenditure which would allow the charity to carry on its activity in the event of financial difficulties.

Based on this the Trustees agreed to hold sufficient unrestricted funds to cover the annual expenditure within the Trust based upon the latest financial statements. It was also agreed the trading subsidiary would hold reserves funds equivalent to 6 months overheads based upon the latest financial statements.

The trust owns four properties providing residential facilities supporting the charitable objectives of providing residential training courses to promote and advance professional education and co-member development.

A previously commissioned survey report on the Trust properties provided recommendations to improve and update the facilities for student occupation. This project remains on-going.

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Longer term impact of COVID-19**

Following the early stages of COVID-19 and the 'scramble' to offer on-line training, the Business School worked with a third party to implement an on-line training platform using Microsoft Educational Licence which was introduced in January 2021. This transformed the method and efficiency of the 'remote' classroom enabling all materials/markings, study and student communications to be digitalised within one platform in addition to classes being recorded allowing students to replay for home study purposes. The Business School invested in tracking cameras and speakers/microphones hardware in all the lecture rooms to improve the experience for both classroom and remote learners.

The Teams platform has been very successful and will remain in place for all future training, regardless of whether students attend via live on-line, hybrid or face to face courses.

Students commenced a gradual return to classroom training from August 2021 in line with the easing of COVID-19 restrictions. Some restrictions were imposed by the Business School, to limit class sizes and occupancy but as time went by, firms and students were choosing a 'preferred' option of hybrid or face to face classes to suit their individual requirements. Whilst this facilitated the need to continue with training plans, alongside required isolation requirements, it developed into a 'pic and mix' option with last minute changes and was not necessarily conducive to the effectiveness of both planning and tutor/student experience. By the end of 2021, plans were being put in place for students to return to classroom teaching.

However, some employers, particularly from the Southwest region, were keen to explore alternative 'blended' teaching options to reduce travel and accommodation costs and discussions commenced about what this may look like for students attending courses in 2022.

The accelerated need for technology-enabled education option compared to the conventional patterns of teaching and learning is expected to continue and learning experiences need to go beyond the replication of the traditional lecture-based classroom.

For the Business School to succeed in an increasingly digital world determining the appropriate balance between face to face and online learning, and the resulting impact on accommodation occupancy and estates footprint, is critical for near and longer term future of the Business School.

In line with the easing of restrictions, support staff in the catering and housekeeping departments were re-hired to support the return of students to The Manor. The Business School re-commenced paying rent for both the Manor and residential properties as classroom provision and residential students returned to face to face teaching.

### **Plans for future periods**

The group's current plans are:

- To maintain position in a competitive market by continuing to offer high quality education
- Respond to Clients' needs to offer high quality blended delivery options
- Implement different teaching strategies to increase student engagement suitable for live on-line learning
- To maintain our position on the Government Register of Apprenticeship Training Providers and the provision of Level 4 and Level 7 apprenticeships
- Prepare for an Ofsted inspection which is expected during 2022
- Work with AAT to become an AAT Accredited tuition provider and to offer a range of AAT courses working alongside a dedicated on-line platform provider, Mindful Education. Many of our firms have AAT trainees and the trend for school leavers v graduate recruitment is increasing
- Continue to develop Pro-Solutions and Pro-Monitor, the recently introduced management information system to enable the management of the Apprenticeship funding to be managed in-house and provide greater reporting, administrative support and functionality

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Trustees' responsibilities in relation to the financial statements

The Trustees (who are the directors of Reed Educational Trust Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and Group for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company and Group will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charitable Company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Statement as to disclosure of information to auditors

In so far the Trustees are aware of:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditors are aware of that information

### Auditors

Auditors will be proposed for appointment in accordance with Section 487 of the Companies Act 2006.

28/9/2022

Approved by order of the board of Trustees on .....2022 and signed on its behalf by:

*Sir Alec Reed*

.....  
**Sir Alec Reed**  
Trustee

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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### **Opinion**

We have audited the financial statements of The Reed Educational Trust Limited (the Charitable Company) and its subsidiaries (the Group) for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Group's and the Charitable Company's affairs as at 31 December 2021, and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matter prescribed by the Companies Act 2006**

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

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

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED**

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- The parent Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements and the Trustees' Annual Report in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

### **Responsibilities of Trustees**

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

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

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006, Charity legislations and regulation and taxation laws;
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of the management. We corroborated our inquiries through our review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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- Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
- testing the operating effectiveness of controls that prevent and detect fraud;
- challenging assumptions and judgments made by management in its significant accounting estimates;
- identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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

### Use of our report

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

*Scott Lawrence*

.....  
**Scott Lawrence FCA**  
**(Senior Statutory Auditor)**

28/9/2022

.....  
**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**  
**Cheltenham**

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted and Total Funds 2021 £	Unrestricted and Total Funds 2020 £
<b>Income and Endowments from</b>			
<b>Charitable activities:</b>			
Provisions of courses and accommodation		2,021,732	1,963,013
<b>Other trading activities</b>			
Hire of facilities to other course providers		21,797	67,962
Miscellaneous sales and other income	4	16,001	76,932
Investment income		2,135	4,280
<b>Total Income &amp; Endowments</b>		<b>2,061,665</b>	<b>2,112,187</b>
<b>Expenditure on</b>			
<b>Charitable activities</b>			
Provision of courses and accommodation		1,826,479	1,843,044
Charitable donations		21,097	5,000
<b>Other expenditure</b>			
Hire of facilities to other course providers		62,039	56,932
<b>Total expenditure</b>	3	<b>1,909,615</b>	<b>1,904,976</b>
<b>Net incoming resources</b>		152,050	207,211
<i>Reconciliation of funds</i>			
Funds balances brought forward		1,807,193	1,599,982
<b>Total funds carried forward at 31 December</b>		<b>1,959,243</b>	<b>1,807,193</b>

All income and expenditure has arisen from continuing activities.

The notes on pages 14 to 26 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED AND PARENT CHARITABLE COMPANY BALANCE SHEETS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

		<b>Group</b>		<b>Charitable Company</b>	
	<b>Note</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed assets</b>					
Intangible assets	<b>10</b>	8,997	-	-	-
Tangible assets	<b>11</b>	650,974	683,660	585,217	617,345
Shares in group undertakings	<b>12</b>	-	-	2	2
		<u>659,971</u>	<u>683,660</u>	<u>585,219</u>	<u>617,347</u>
<b>Current assets</b>					
Stock		1,340	1,340	-	-
Debtors	<b>13</b>	340,916	314,000	9,489	468
Cash at bank and in hand		1,401,538	1,336,951	748,281	462,422
		<u>1,743,794</u>	<u>1,652,291</u>	<u>757,767</u>	<u>462,890</u>
<b>Creditors</b>					
Amounts falling due within one year	<b>14</b>	(376,492)	(476,486)	(3,929)	(4,838)
		<u>1,367,302</u>	<u>1,175,805</u>	<u>753,838</u>	<u>458,052</u>
<b>Net current assets</b>					
Creditors due more than one year		(52,178)	(34,870)	-	-
Provision for liabilities and charges	<b>15</b>	(15,852)	(17,402)	-	-
		<u>1,959,243</u>	<u>1,807,193</u>	<u>1,339,057</u>	<u>1,075,399</u>
<b>Net assets</b>					
<b>Funds of the charity</b>					
Unrestricted income funds:					
General funds		<u>1,959,243</u>	<u>1,807,193</u>	<u>1,339,057</u>	<u>1,075,399</u>
<b>Total Charity funds</b>		<u><u>1,959,243</u></u>	<u><u>1,807,193</u></u>	<u><u>1,339,057</u></u>	<u><u>1,075,399</u></u>

The Trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

28/9/2022

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

*Sir Alec Reed*

.....  
**Sir Alec Reed**

The notes on pages 14 to 26 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**CONSOLIDATED CASH FLOW STATEMENT FOR**  
**THE YEAR ENDED 31 DECEMBER 2021**

Note	Total funds 2021 £	Total funds 2020 £
<b>Cash flows from operating activities</b>		
Cash generated from operations	103,396	353,360
Interest received	2,135	4,280
Tax paid	-	-
<b>Net cash generated by operating activities</b>	<b>105,531</b>	<b>357,640</b>
<b>Cash flows used in investing activities</b>		
Purchase of Tangible Fixed Assets	(31,129)	(2,577)
Purchase of Intangible Fixed Assets	(9,815)	-
<b>Net cash used in investing activities</b>	<b>(40,944)</b>	<b>(2,577)</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>64,587</b>	<b>355,063</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>1,336,951</b>	<b>981,888</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>1,401,538</b>	<b>1,336,951</b>
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
	<b>2021 £</b>	<b>2020 £</b>
<b>Net income for the reporting period (as per the statement of financial activities) before taxation</b>	<b>152,050</b>	<b>207,211</b>
<b>Adjustments for:</b>		
Interest received	(2,135)	(4,280)
Depreciation and amortisation	65,882	68,584
(Profit) / loss on disposal	(1,250)	-
Tax (credit) / expense	(26,029)	60,487
(Increase) / decrease in Debtors	(26,916)	27,640
Decrease in Creditors	(58,206)	(6,282)
<b>Net cash provided by operating activities</b>	<b>103,396</b>	<b>353,360</b>

The Group has no debt and accordingly no net debt reconciliation is reported.

The notes on pages 14 to 26 form part of these financial statements.

## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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#### 1 Statutory Information

The Reed Educational Trust Limited is a charitable private company, limited by guarantee, registered in England and Wales. The Charitable Company's registered number and registered office address can be found on the Charitable Company information page.

In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Basis of preparation

The financial statements of the Group and 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 (FRS102)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention except for, where disclosed in these accounting policies, certain items that are shown at fair value.

The presentational currency of the financial statements is Pounds Sterling, being the functional currency of the primary economic environment in which the Group operates. Monetary amounts in these financial statements are rounded to the nearest Pound.

##### Basis of consolidation

The consolidated financial statements consolidate the financial statements of the Charitable Company and its subsidiary undertaking drawn up to 31 December on a line by line basis.

A subsidiary is an entity controlled by the Charitable Company. Control is achieved where the Charitable Company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the Group. Inter-company transactions and balances, between the Charitable Company and its subsidiaries, are eliminated in full. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

##### Going concern

As disclosed in the Trustee's Report, the longer term impact of Covid-19 pandemic has continued to have a significant impact on the Group. In assessing the going concern status of the Group and Charitable Company, the Trustees have given consideration to the cash on hand and available position of the Group at the date of approving the financial statements, prepared detailed cash flow forecasts and projections and applied stress test scenarios to those forecasts. The Trustees have also taken into consideration how the Group has adapted positively to the effect of Covid-19, including reviewing their ongoing provision of training.

After reviewing the Group's forecasts and projections, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group and Charitable Company therefore continues to adopt the going concern basis in preparing its financial statements.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

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**2 Accounting policies (continued)****Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**Judgements**

No significant judgements have been made by management in preparing these financial statements.

**Key sources of estimation uncertainty**

No key sources of estimation uncertainty have been identified by management in preparing these financial statements other than those detailed in these accounting policies.

**Turnover and income**

Turnover comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Group's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts.

The Group recognises revenue when:

The amount of revenue can be reliably measured;  
it is probable that future economic benefits will flow to the entity;  
and specific criteria have been met for each of the Group's activities.

**Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

**Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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.

**Tax**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the profit and loss account, except that a charge attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Group operates and generates taxable income.

Deferred tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements and on unused tax losses or tax credits in the company. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

The carrying amount of deferred tax assets are reviewed at each reporting date and a valuation allowance is set up against deferred tax assets so that the net carrying amount equals the highest amount that is more likely than not to be recovered based on current or future taxable profit.

**Intangible assets**

Software and website costs have been recognised and capitalised as the costs of the asset can be measured reliably and it is probable that future economic benefits that are directly attributable to the asset will flow to the Group.

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## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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#### 2 Accounting policies (continued)

##### Amortisation

Amortisation is charged to the cost of providing courses and accommodation so as to write off the cost of assets over their estimated useful lives as follows:

Asset class	Amortisation method and rate
Software development and website costs	3 years straight line

##### Tangible fixed assets

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

##### Depreciation

Depreciation of fixed assets is calculated to write off their cost or valuation on a straight line basis over their estimated useful lives as follows:

Asset class	Depreciation method and rate
Freehold buildings	50 years
Leasehold land and buildings	10 years
Garden equipment	5 years (10 years prior to 2008)
Fixtures and fittings	5 years (10 years prior to 2008)

##### Stocks

Stocks are valued at the lower of cost and net realised value, after making due allowance for obsolete and slow moving items.

##### Trade debtors

Trade debtors are amounts due from customers for goods sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All trade debtors are repayable within one year and hence are included at the undiscounted cost of cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the debtors.

##### Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Group does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

##### Provisions

Provisions are recognised where the Group has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount.

##### Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis

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## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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over the period of the lease.

#### 2 Accounting policies (continued)

##### **Defined contribution pension obligation**

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

##### **Funds accounting**

Unrestricted funds are those funds which the Trustees are free to use in accordance with charitable objects. Restricted funds are funds which are given for particular purposes specified by their donors.

##### **Financial instruments**

The Group only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

##### **Classification**

Financial instruments are classified and accounted for according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the Group after deducting all of its liabilities.

##### **Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

##### **Impairment**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

A non financial asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate. For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

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**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**3 Analysis of expenditure**

	Charitable Activities £	Charitable Donations £	Other Activities £	Total 2021 £	Total 2020 £
Provision of courses and accommodation	1,517,772	-	-	1,517,772	1,553,547
Charitable Donations	-	21,097	-	21,097	5,000
Hire of facilities to other course	-	-	62,039	62,039	56,932
Administrative / Managerial / Financial expenses	315,858	-	5,221	321,079	245,883
External Audit	10,400	-	-	10,400	10,450
Legal & other professional services	3,257	-	-	3,257	66
Taxation	(26,029)	-	-	(26,029)	33,098
<b>Total 2021</b>	<b>1,821,258</b>	<b>21,097</b>	<b>67,260</b>	<b>1,909,615</b>	<b>1,904,976</b>
<b>Total 2020</b>	<b>1,833,197</b>	<b>5,000</b>	<b>66,779</b>		

**4 Miscellaneous sales**

	2021 £	2020 £
Other operating income	4,381	5,861
Government grants	11,620	71,071
	<u>16,001</u>	<u>76,932</u>

Government grants relate to grants receivable under the Coronavirus Job Retention Scheme.

**5 Operating profit**

	2021 £	2020 £
Operating profit is stated after charging:		
Auditors' remuneration	10,400	10,450
Amortisation of intangible fixed assets: owned assets	818	-
Depreciation of tangible fixed assets: owned assets	<u>65,064</u>	<u>68,584</u>

**6 Trustees and directors**

One of the Trustees received remuneration from the Group in the year 31 December 2021 (2020: one).

The Trustees have the power to appoint a paid member of staff as a trustee and duly appointed Stella Shaw in September 2014, who is a paid member of staff for the Group's trading subsidiary. Remuneration was paid to Stella Shaw in respect of her role as Operations Manager of the trading subsidiary, not as payment for her trusteeship. No other remuneration, other benefit or reimbursement of trustee expenses was paid to Trustees for the year ended 31 December 2021 nor the year ended 31 December 2020.

	2021 £	2020 £
Directors' emoluments	<u>45,660</u>	<u>40,556</u>

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**7 Staff costs**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Wages and salaries	506,687	517,617
Social security costs (Employers NI)	41,924	44,589
Other pension costs	10,231	10,136
Redundancy costs	-	43,548
	<u>557,842</u>	<u>615,890</u>

The average number of employees during the year was 18 (2020: 22).

No employees received employee benefits in excess of £60,000 during the year (2020 - none).

**8 Taxation**

All income of the Charitable Company falls within the exemptions afforded to corporate charities and charitable trusts by Sections 478 and 479 Corporation Tax Act 2010 and Sections 524 and 525 Income Tax Act 2007 and there is no corporation tax payable by the Charitable Company.

The subsidiary is not a charity and is subject to Corporation taxation.

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Corporation Tax effective at 19% (2020: 19%)	32,361	56,840
UK corporation tax adjustment to prior periods	(56,840)	(27,389)
Deferred tax charge for the year	3,049	3,647
Deferred tax adjustment arising from changes in tax rates	3,073	-
Deferred tax adjustment to prior periods	(7,672)	-
	<u>(58,390)</u>	<u>33,098</u>

**9 Financial performance of the charity**

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary, Reed Business School Limited, whose activities are set out in Note 12.

As permitted by section 408 Companies Act 2006, the parent charitable company's statement of financial activities has not been included in these financial statements. Its surplus for the financial year was £263,658 (2020: £87,675).

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

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**10 Intangible fixed assets**

**Group**

	<b>Software Costs £</b>
<b>Cost</b>	
1 January 2021	46,833
Additions	9,815
Disposals	(46,833)
31 December 2021	<u>9,815</u>
<b>Depreciation</b>	
1 January 2021	46,833
Elimination on disposal	(46,833)
Charge for the year	818
31 December 2021	<u>818</u>
<b>Net book amounts</b>	
31 December 2021	<u><u>8,997</u></u>
31 December 2020	<u><u>-</u></u>

The Charitable Company has no intangible fixed assets.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**11 Tangible fixed assets**

<b>Group</b>	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2021	12,581	617,068	472,031	818,011	1,919,691
Additions	-	26,466	-	6,163	32,629
Disposals	-	(5,000)	-	-	(5,000)
31 December 2021	12,581	638,534	472,031	824,174	1,947,320
<b>Depreciation</b>					
1 January 2021	12,581	556,245	407,459	259,746	1,236,031
Elimination on disposal	-	(4,750)	-	-	(4,750)
Charge for the year	-	25,358	16,830	22,876	65,064
31 December 2021	12,581	576,853	424,289	282,622	1,296,345
<b>Net book amounts</b>					
31 December 2021	-	61,681	47,742	541,552	650,975
31 December 2020	-	60,823	64,572	558,265	683,660

Included within the net book value of land and buildings above is £541,552 (2020: £558,265) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**11 Tangible fixed assets (continued)**

**Charitable Company**

	<b>Garden Equipment £</b>	<b>Fixtures and Fittings £</b>	<b>Short Leasehold Land and Buildings £</b>	<b>Freehold Land and Buildings £</b>	<b>Total £</b>
<b>Cost</b>					
1 January 2021	12,581	45,525	154,132	818,011	1,030,249
Additions	-	-	-	6,163	6,163
Disposals	-	-	-	-	-
31 December 2021	12,581	45,525	154,132	824,174	1,036,412
<b>Depreciation</b>					
1 January 2021	12,581	45,525	95,052	259,746	412,904
Elimination on disposal	-	-	-	-	-
Charge for the year	-	-	15,414	22,876	38,290
31 December 2021	12,581	45,525	110,466	282,622	451,194
<b>Net book amounts</b>					
31 December 2021	-	-	43,666	541,552	585,218
31 December 2020	-	-	59,080	558,265	617,345

Included within the net book value of land and buildings above is £541,552 (2020: £558,265) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**12 Trading subsidiary**

The trading subsidiary Reed Business School Limited (company number: 02949665), which is incorporated in the United Kingdom and as the same registered office as the Charitable Company, runs the educational college and all commercial trading activities. The subsidiary may covenant a proportion of its profits after taxation to the Charitable Company. The Charitable Company owns the entire share capital of 2 ordinary shares of £1 each.

A summary of the trading results is shown below:

	<b>2021</b>	<b>2020</b>
	£	£
<b>Turnover</b>	2,043,529	2,030,975
Cost of sales and administrative costs	(1,867,915)	(1,812,320)
Other operating income	16,469	80,143
Taxation	26,029	(33,098)
Donation paid to parent charity, recognised as a distribution	(329,915)	(145,270)
<b>Net profit retained in subsidiary</b>	<u>(111,803)</u>	<u>120,430</u>
<b>The assets and liabilities were:</b>		
Fixed assets	74,754	66,315
Current assets	986,027	1,189,596
Current liabilities	(372,563)	(471,648)
Non-current liabilities	(52,178)	(34,870)
Provisions	<u>(15,852)</u>	<u>(17,402)</u>
<b>Aggregate share capital and reserves</b>	<u>620,188</u>	<u>731,991</u>

**13 Debtors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
<b>Amounts falling due within one year</b>	£	£	£	£
Trade debtors	80,256	44,856	-	-
Other debtors	5,653	195,100	5,653	-
Prepayments and accrued income	255,007	74,044	3,833	468
	<u>338,824</u>	<u>314,000</u>	<u>9,486</u>	<u>468</u>

**14 Creditors**

	<b>Group</b>		<b>Charitable Company</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
<b>Amounts falling due within one year</b>	£	£	£	£
Trade creditors	186,998	121,702	1,929	2,238
Taxation	32,361	56,840	-	-
Accruals and deferred income	119,875	172,313	2,000	2,600
VAT	20,804	89,727	-	-
Payroll liabilities	12,802	34,644	-	-
Other creditors	3,652	260	-	-
Apprenticeship incentives	-	1,000	-	-
	<u>376,492</u>	<u>476,486</u>	<u>3,929</u>	<u>4,838</u>
<b>Amounts falling after one year</b>				
Deferred income	52,178	34,870	-	-

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021**

**13 Creditors (continued)**

Deferred income relates to the apprenticeship funding received from the ESFA and is topped up by employers when necessary. The balance of deferred income has moved in the year as follows:

Deferred income reconciliation	Group		Charitable Company	
	2021 £	2020 £	2021 £	2020 £
Balance at 1 January	128,594	154,080	-	-
Amount released in year	(128,594)	(154,080)	-	-
Amount deferred in year	100,794	128,594	-	-
Balance at 31 December	100,794	128,594	-	-

**15 Provision for liabilities and charges**

	Deferred Tax £
1 January 2021	17,402
Decrease in provision in year	(1,550)
31 December 2021	15,852

**16 Leasing Agreements**

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

	2021 £	2020 £
Within one year	81,409	88,810
Between one and five years	-	81,409
	81,409	170,219

The amount of non-cancellable operating lease payments recognised as an expense during the year was £45,116 (2020 - £28,068).

**17 Transactions involving Trustees**

The parent company operated from premises held on a lease.

Sir Alec Reed is a trustee of the Reed Educational Trust Limited and has a material interest in Reed Global Ltd. The company trades with Reed Global Ltd and its subsidiaries, Reed Specialist Recruitment Ltd, Reed Property Ltd, Reed Online Ltd and Reed Foundation a normal trading basis. Please refer to note 18 on related party transactions, subsections (i) to (iii) for further details of transactions.

## THE REED EDUCATIONAL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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#### 18 Related party transactions

The Group had the following related party transactions during the year:

##### *(i) Sir Alec Reed*

Relationship – Sir Alec Reed is a Trustee of the Charitable Company, The Reed Educational Trust Limited. The Group paid rent to Sir Alec for some properties used by residential students. The Company also shares the cost of a gardener with Sir Alec. The rent due for the car park and residential properties for the year totalled £8,250 (2020: £6,500). The shared cost of a gardener was £nil (2020: £1,327). The balance due to Sir Alec Reed at the year-end was £9,360 (2020: £nil).

##### *(ii) Reed Global Limited and its subsidiaries*

Relationship – There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, including Sir Alec Reed who has a material interest in Reed Global Limited.

The Group invoices Reed Global Limited and its subsidiaries for professional training courses. The amount invoiced in the year totalled £2,999 (2020: £Nil). The balance due from Reed Global Limited subsidiaries at the year-end was £1,477 (2020: £Nil).

Reed Specialist Recruitment Limited invoiced the Group for the cost of staff working at the company and for other administrative recharges totalling £82,011 (2020: £82,542) and accrued £11,353 (2020: £8,579). The balance due to Reed Specialist Recruitment Limited at the year-end was £6,768 (2020: £Nil).

The Group invoiced Reed Specialist Recruitment Limited for use of facilities totalling £22,697 (2020: £Nil). The balance due from Reed Specialist Recruitment Limited was £24,956 (2020: £84).

Reed Property Limited invoices the Group for the use of property for residential students. The amounts invoiced in the year totalled £2,730 (2020: £1,820). The balance due to Reed Property Limited at the year-end was £910 (2020: £Nil).

##### *(iii) The Reed Foundation*

Relationship – Sir Alec Reed and James Reed are Trustees of the registered charity The Reed Foundation. The Reed Foundation owns property utilised by the Group. Rent is paid on the Manor and several other properties in the village which are owned by The Reed Foundation. The amount invoiced in the year was £39,116 (2020: £26,078). The amount due to Reed Foundation at the year-end was £39,116 (2020: £Nil).

#### 19 Analysis of charitable funds

The entire funds held by the Charitable Company are unrestricted and are free reserves for use in achieving the charity's aims and objectives.

#### 20 Control

The Charitable Company is controlled by the Board of Trustees / Directors.

**THE REED EDUCATIONAL TRUST LIMITED**  
**SOLUS STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021**

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	2021 £	2020 £
Incoming resources:		
Donation from subsidiary	329,915	144,070
Other income	942	-
Interest received	725	1,069
	<hr/> 331,852	<hr/> 145,139
 Expenditure on charitable activities	 (67,924)	 (58,162)
	<hr/>	<hr/>
<b>Net surplus)</b>	<b>263,658</b>	<b>86,977</b>
Total funds brought forward	1,075,399	988,422
	<hr/>	<hr/>
<b>Total funds carried forward</b>	<b>1,339,057</b>	<b>1,075,399</b>
	<hr/>	<hr/>

This page does not form part of the financial statements

**THE REED EDUCATIONAL TRUST LIMITED**

England & Wales - Charity number 328347

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# Accounts

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**THE REED EDUCATIONAL TRUST  
LIMITED**

**(A company limited by guarantee)**

**Report and Financial Statements**

**For the Year Ended 31 December 2020**

**Charity number: 328347**

**Company number: 02420409**

## THE REED EDUCATIONAL TRUST LIMITED

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## THE REED EDUCATIONAL TRUST TRUSTEES' ANNUAL REPORT

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The Trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report together with the financial statements of the Charitable Company for the year ended 31 December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' effective from January 2019 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

### Reference and Administrative Details

INCORPORATED	in England on 6 September 1989
COMPANY NUMBER	02420409
REGISTERED CHARITY NUMBER	328347
REGISTERED OFFICE	The Manor Little Compton Moreton in Marsh Gloucestershire GL56 0RZ

### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees. The Trustees serving during the year and since the year end were as follows:

	Sir Alec Reed CBE FCMA Peter Green Asad Noorani FCA James Reed MA MBA FCIPD Stella Shaw
SECRETARY	Stella Shaw
OPERATIONS MANAGER	Stella Shaw
AUDITORS	Hazlewoods LLP Staverton Court Staverton Cheltenham GL51 0UX
BANKERS	HSBC City of London Branch 60 Queen Victoria Street London EC4N 4TR

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Structure, Governance and Management

#### Governing Document

The company is a charitable company, limited by guarantee and was set up on 6 September 1989. It is governed by a Memorandum and Articles of Association.

#### Appointment of Trustees

Trustees are elected by the Trust at the Annual General Meeting of the Trust to serve for a period of three years or less and at least one Trustee retires at each Annual General Meeting. A retiring Trustee may be reappointed.

#### Trustee induction

New Trustees are briefed on their obligations as Trustees, the structure and administration, plans and performance of the charity, and relevant current issues. They are provided with information on all the charity's educational courses and are invited to attend any of the lectures. They receive a tour of the Manor and accommodation properties and are introduced to employees. Trustees are encouraged to attend external training courses pertinent to their role.

#### Organisation

The Board of Trustees, which governs the charity, consist of between three and eleven persons. The Board meets bi-annually and delegates authority to the Operations Manager for the day to day Management of the charity.

There were on average over the year 22 employees (2019: 24).

#### Related parties

The parent company operates from premises rented from The Reed Foundation.

There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, The Reed Educational Trust Limited, including Sir Alec Reed who has material interest in Reed Global Limited. The Subsidiary company trades with Reed Global Limited and its subsidiaries on a normal trading basis.

#### Risk Management

The Trustees regularly identify and review the major risks to which the charity is exposed. They ensure that the appropriate systems are in place to manage and mitigate those risks.

In addition, risk assessments are reviewed annually for all residential properties.

Some staff members are trained in the IOSH Managing Safely qualification and St John's Ambulance First Aid training. Staff are also trained in Fire Awareness.

A Safeguarding team consist of a Safeguarding Team Leader and 3 trained Designated Safeguarding Officers. Once member is also trained in Mental Awareness.

### **Objectives and activities**

The objectives of the charity are:

To promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the United Kingdom or elsewhere) and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom or elsewhere any college or school of accountancy or otherwise for the education of the members of the public (whether in the United Kingdom or elsewhere).

The main objectives for the year are the promotion and advancement of education by the provision of high quality accountancy, financial services, and co-member development courses and to donate funds to educational projects that help those in poverty and those who cannot afford educational fees.

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Objectives and activities (continued)

The charity achieves its objectives by:

- Providing residential/non-residential accredited courses in a quiet village in the Cotswolds, facilitating dedicated and uninterrupted study
- Employing qualified, reputable and experienced tutors for all courses
- Enabling good examination pass rates by providing a dedicated tutor team and a unique learning environment
- Tutors working with individuals to guide them on their practical experience requirements
- Tutors meeting with student representatives to discuss valuable feedback on courses, tutors and progress through the various qualifications
- Allocating professional coaches to mentor students throughout their Apprenticeship study program
- Encouraging individual students in their studies by offering discounted fees and payments by instalments
- Maintaining close professional links with accountancy bodies to ensure course content is accurate, to keep abreast of syllabus changes, and to help students/clients in their understanding of professional accountancy qualifications

All accountancy and financial service courses at the Business School are accredited by the relevant professional body, which include:

- The Institute of Chartered Accountants in England and Wales (ICAEW)
- The Association of Chartered Certified Accountants (ACCA)
- The Chartered Institute of Management Accountants (CIMA)

The comprehensive range of qualifications offered in the year comprised:

- Associate Chartered Accountant
- Chartered Certified Accountant
- CIMA Professional Qualification
- CIMA Certificate in Business Accounting

### Public Benefit

The main objective of the Reed Educational Trust is to promote and provide for the advancement of education in accountancy or otherwise for the public benefit (whether in the UK or elsewhere). The Trust's primary charitable activity is the provision of high quality education to accountancy & finance students at Reed Business School as discussed above.

The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the supplementary guidance on the advancement of education and fee-charging.

In order to ensure that those who cannot afford fees and those in poverty are not excluded from the opportunity to benefit from education, the Trust has donated a proportion of its income to various educational charities and, in 2020, continued a bursary scheme to assist Charity employees who attend accountancy courses at Reed Business School. The Trust did not receive any applicable applications for a bursary which during 2020.

It is the intention that this will be more widely promoted to the Charity sector so we can offer support to Charities who are facing huge funding challenges as a direct result of the impact of the COVID-19 pandemic. The bursary scheme includes awards to individuals embarking on an accountancy career via professional tuition courses at Reed Business School. These donations benefit the public in many different ways, offering educational opportunities to a variety of groups, both in the UK and overseas, mainly through the diverse activities of different charities. These donations will provide educational benefit to those who are in poverty or restricted by the ability to pay.

Bursaries to charities	£
2020	-
2019	-

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## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Public Benefit (continued)

During 2020, Donations were donated, in line with the Trust's educational objectives, via the Big Give Christmas Challenge organisation. The gardens of The Manor were not opened via the NGS in 2020, due to COVID 19 restrictions.

**Other donations to charities:** £

**Big Give Christmas Challenge 2020** 5,000

*Donations were made to The Sedbergh School Foundation, Hear our Voice, The Y (Leicester YMCA), Skills for Change Matter, and Creative Arts East, Collaboration Ambition for Everyone*

**Moreton in Marsh Show 2020**

*Donation made as a gesture during COVID 19* 1,200

**Total bursaries to charities:**

**2020** 6,200

**2019** **37,942**

### Fundraising activities

The Charitable Company has registered with the fundraising regulator. The aim of the regulator is to ensure that fundraising is respectful, honest, open and accountable to the public.

All fundraising activities are directly managed by Charitable Company staff. We do not engage third parties to raise funds on our behalf. We are mindful that no fundraising should be unreasonably persistent or apply undue pressure on anyone or intrude on anyone's privacy.

The Charitable Company receives the majority of its funding from the Education and Skills Funding Agency.

### Achievements and Performance

Since its foundation over 40 years ago, Reed Business School has nurtured the developing careers of thousands of student professionals. Reed Business School continues to be the only professional examination training provider to openly and transparently publish results. Pass rates continue to excel with the following notable achievements:

#### Pass-Rates Overview

The average first time pass rate of the ICAEW Certificate exams were 95% in 2020 which compares to the national average of 84%, with three subjects achieving 100%. (All E-assessments were taken remotely due to COVID restrictions therefor it is not known if all results were passed at the first attempt). ICAEW results have continued to compare favourably with the national pass rates at Professional and Advanced Levels. Reed Business School Professional Level courses averaged 88% compared to the national average of 80%. Advanced Level courses averaged 84% compared to the national of 82%. The Apprenticeship End Point Assessment for Level 7 gained an average of 83%, Level 4 were 89%. The project paper report in both levels gained 100% in both sittings.

- Regional Prize Winners & Professional Annual International Annual Order of Merit

ACCA results in 2020 were again substantially higher than the average worldwide pass rates of 43% over all papers, with the average of 76% pass rate including 6 papers achieving 100%. The fundamentals papers achieved an average of 91%, with 2 papers over the year gaining 100% pass rate. The Apprenticeship Level 7 – End Point Assessments overall achieved an average of 91%. Case Study gained 100% in all sittings and the Project Report in the September sitting.

- Global Prize Winner – achieved highest mark worldwide for Strategic Business Reporting

## THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)

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### Pass-Rates Overview (continued)

CIMA results only include the Case Study subjects however due to COVID the numbers of Reed Business School sitting exams were too few for statistical analysis.

### Delegate Day Overview

- Total delegate days in 2020 decreased by 26% compared to 2019, from 16,353 to 12,001.
- ICAEW delegate days decreased by approximately 9% from 9,406 in 2019 to 8,602 in 2020.
- ACCA delegate days decreased by 24% from 2,970 in 2019 to 2,234 in 2020.
- CIMA delegate days has decreased by 21% from 780 in 2019 to 614 in 2020.

### Pay Policy

The directors consider the board of directors, who are the Trust's Trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day to day basis. All directors give their time freely and no director received remuneration in the year for that post. Details of directors' expenses and related party transactions are disclosed in notes 6 and 17 of these accounts. The pay of the staff is reviewed annually and normally increased in accordance with inflation.

### Financial Review

The end of year Total Income decreased slightly by 11.3% to £2,112,187 (2019: £2,382,877) and Total Funds were considered high enough to make charitable donations of £5,000 (2019: £37,942). Income from charitable activities of course and accommodation provision decreased slightly by 6.8% to £1,963,013 (2019: £2,108,210), income from hire of facilities to other course providers decreased by 73.3% to £67,962 (2019: £254,080). These decreases were due to COVID 19 and in particular the hire of facilities which has been paused since March 2020.

Total expenditure has also decreased by 18.6% to £1,904,976 (2019: £2,339,502) included in these figures are the charitable donations made in the year £5,000 (2019: £37,942) given through Big Give donations to Educational Charities and bursaries. The cost of the main charitable activities £1,843,044 decreased by 13.5% over last year (2019: £2,130,054). Expenditure relating to the hire of facilities to other course providers £56,932 (2019: £171,506) decreased by approximately 66.8%.

Principle income is received as course income by Reed Business School and the majority is expended on the provision of educational courses. A portion of its profits may be covenanted to Reed Educational Trust each year.

Expenditure is mainly on charitable activities, such as the provision of courses and accommodation. The cost of hiring facilities to other course providers is largely residential, building and staff costs.

### Investment Policy

Aside from the grants and expenditure incurred on an ongoing basis to support the regular work of the Trust, any surplus funds that may become available are invested in the long term lease of property or freehold property that can be utilised to further support the work of the trust.

### Reserves Policy and Going Concern

The Charity's funds at the end of 2020 were £1,807,193 (2019: £1,599,982). Of this total amount, £622,837 (2019: £662,307) are tangible assets in the form of properties used for residential facilities which are integral to the business providing accommodation facilities for its residential training courses.

The Trustees agreed to donate £5,000 to the 2020 Big Give Christmas Challenge which will be distributed to a range of applicable charities.

The Trustees agreed a reserves policy to maintain a level of unrestricted reserves to cover core expenditure which would allow the charity to carry on its activity in the event of financial difficulties.

Based on this the Trustees agreed to hold sufficient unrestricted funds to cover the annual expenditure within the Trust based upon the latest financial statements. It was also agreed the trading subsidiary would hold reserves funds equivalent to 6 months overheads based upon the latest financial statements.

The trust owns four properties providing residential facilities supporting the charitable objectives of providing residential training courses to promote and advance professional education and co-member development.

A previously commissioned survey report on the Trust properties provided recommendations to improve and update the facilities for student occupation. This project remains on-going.

## **THE REED EDUCATIONAL TRUST LIMITED TRUSTEES' ANNUAL REPORT (continued)**

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### **Impact of COVID-19**

Following the Government Guidance and lock down measures, the Business School was forced to close for face to face training courses with effect from Monday 23 March 2020 and continued to remain closed for the whole year.

The lead up to the lock down measures had allowed for some limited preparation time to arrange tuition courses to be provided on a remote basis via live on-line lectures. This move to remote lectures allowed the business operations to continue. The Government released guidance in the early stages of the lock down that Apprentices were allowed to continue with their studies whilst furloughed and the majority of our Apprentices have continued working towards their agreed learning plan. Revenue is derived from tuition fees, Government funding from Apprenticeship programs, accommodation fees and external venue hire mainly for hosting Reed Specialist Recruitment residential training programs. Although the Business School was able to rapidly move to live on-line training, revenue from the residential services and venue hire ceased with immediate effect.

All expenses were reviewed with immediate effect to reduce costs where possible to counter the impact of the reduction in revenue, including obtaining Government support via the Coronavirus Job Retention Scheme, a rent-free period and cessation of non-essential expenses.

Staff members working time and salaries were reduced to 75% and over a period of several months their salaries and working hours were increased in incremental stages to full time working hours and pay once it was deemed suitable.

Five staff members were made redundant. These staff members worked within the service support departments with roles dedicated towards managing the residential side of the business (housekeeping, catering and night porter positions). Two further service staff have been seconded to different positions.

The easing of the lockdown requirements are still to be confirmed and changes to government guidelines will determine how and when the face to face training and residential facilities will re-commence.

The likelihood is that lectures will continue on-line with a gradual reintroduction of face to face courses. This will facilitate managing lower on-site occupancy to meet the social distancing guidelines. All on-line lectures are recorded and this also provides greater flexibility for our employers to manage their trainees and workload which may be inconsistent as they re-emerge from the pandemic disruption.

The majority of our clients, like many businesses, paused their 2019 recruitment plans. As a result the September 2019 intake of new trainees commencing their studies was vastly reduced. The majority of trainees are signed up to a Level 7 Apprenticeship program to complete their accountancy professional qualification over a typical duration of 2.5 years. It is therefore expected the financial impact upon the Business School will have a delayed impact resulting from reduced ESFA completion payment income in 2022 as this lower intake complete their studies.

### **Plans for future periods**

Notwithstanding the impact of Covid-19, the group's current plans are:

- To maintain position in a competitive market by continuing to offer high quality education.
- To continue to develop the Business School's advertising and social media strategy.
- To reintroduce and maintain Reed Business School as a Pearson VUE testing centre for the computer-based assessments.
- To maintain our position on the Government Register of Apprenticeship Training Providers and the provision of Level 4 and Level 7 apprenticeships.
- To research introducing AAT blended courses as a pre-cursor to students going on to study CIMA and ACCA and to help increase the flow of students to those courses.
- Investment in a Microsoft Teams on-line learning platform to provide a more efficient method of delivering live on-line courses and provide a quality experience for both learners and tutors to monitor progress and performance. This technology will continue to be used when classroom teaching returns to host all study materials and allow students to re-visit class recordings for current studies and previous studies for knowledge refresh.
- Invest and develop Pro-Solutions and Pro-Monitor, a management information system to replace the current database. A gradual shift in our product mix has been happening over the last two years with a move from fee paying to apprenticeships clients. This system will help effectively manage the increased regulatory and administrative requirements.
- Research and provide suitable classroom technology to manage hybrid classroom teaching combining face to face and remote learners when classes can return to the Manor.

**THE REED EDUCATIONAL TRUST LIMITED  
TRUSTEES' ANNUAL REPORT (continued)**

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**Trustees' responsibilities in relation to the financial statements**

The Trustees (who are the directors of Reed Educational Trust Limited for the purpose of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and Group for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company and Group will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charitable Company's and Group's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclosure of information to auditors**

In so far the Trustees are aware of:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditors are aware of that information

**Auditors**

Auditors will be proposed for appointment in accordance with Section 487 of the Companies Act 2006.

Approved by order of the board of Trustees on .....<sup>24 Sept</sup>.....2021 and signed on its behalf by:

  
.....  
**Peter Green**  
Trustee

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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## Opinion

We have audited the financial statements of The Reed Educational Trust Limited (the Charitable Company) and its subsidiaries (the Group) for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and the related notes including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the Group's and the Charitable Company's affairs as at 31 December 2020, and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinion on other matter prescribed by the Companies Act 2006

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

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

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED EDUCATIONAL TRUST LIMITED

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

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

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- The parent Charitable Company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements and the Trustees' Annual Report in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report.

### Responsibilities of Trustees

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

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

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

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

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and Charities Act 2011;
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included challenging assumptions and judgements made by management in its significant accounting estimates and identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND TRUSTEES OF THE REED  
EDUCATIONAL TRUST LIMITED**

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**Use of our report**

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

.....  
**Scott Lawrence FCA**  
**(Senior Statutory Auditor)**

.....  
**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**  
**Cheltenham**

**THE REED EDUCATIONAL TRUST LIMITED  
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
(INCLUDING CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Unrestricted and Total Funds 2020 £	Unrestricted and Total Funds 2019 £
<b>Income and Endowments from</b>			
<b>Charitable activities:</b>			
Provisions of courses and accommodation		1,963,013	2,108,210
<b>Other trading activities</b>			
Hire of facilities to other course providers		67,962	254,080
Miscellaneous sales and other income	4	76,932	15,778
Investment income		4,280	4,809
<b>Total Income &amp; Endowments</b>		<b>2,112,187</b>	<b>2,382,877</b>
<b>Expenditure on</b>			
<b>Charitable activities</b>			
Provision of courses and accommodation		1,843,044	2,130,054
Charitable donations		5,000	37,942
<b>Other expenditure</b>			
Hire of facilities to other course providers		56,932	171,506
<b>Total expenditure</b>	<b>3</b>	<b>1,904,976</b>	<b>2,339,502</b>
<b>Net incoming resources</b>		<b>207,211</b>	<b>43,375</b>
<i>Reconciliation of funds</i>			
Funds balances brought forward		1,599,982	1,556,607
<b>Total funds carried forward at 31 December</b>		<b>1,807,193</b>	<b>1,599,982</b>

All income and expenditure has arisen from continuing activities.

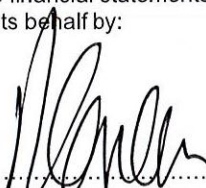
The notes on pages 14 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED  
CONSOLIDATED AND PARENT CHARITABLE COMPANY BALANCE SHEETS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

		Group		Charitable Company	
	Note	2020 £	2019 £	2020 £	2019 £
<b>Fixed assets</b>					
Tangible assets	10	683,660	749,667	617,345	655,399
Shares in group undertakings	11	-	-	2	2
		<u>683,660</u>	<u>749,667</u>	<u>617,347</u>	<u>655,401</u>
<b>Current assets</b>					
Stock		1,340	1,340	-	-
Debtors	12	314,000	341,482	468	25,556
Cash at bank and in hand		1,336,951	981,888	462,422	311,722
		<u>1,652,291</u>	<u>1,324,710</u>	<u>462,890</u>	<u>337,278</u>
<b>Creditors</b>					
Amounts falling due within one year	13	(476,486)	(391,873)	(4,838)	(4,257)
<b>Net current assets</b>					
		<u>1,175,805</u>	<u>932,837</u>	<u>458,052</u>	<u>333,021</u>
Creditors due more than one year		(34,870)	(68,767)	-	-
Provision for liabilities and charges	14	(17,402)	(13,755)	-	-
<b>Net assets</b>					
		<u>1,807,193</u>	<u>1,599,982</u>	<u>1,075,399</u>	<u>988,422</u>
<b>Funds of the charity</b>					
Unrestricted income funds:					
General funds		<u>1,807,193</u>	<u>1,599,982</u>	<u>1,075,399</u>	<u>988,422</u>
<b>Total Charity funds</b>					
		<u>1,807,193</u>	<u>1,599,982</u>	<u>1,075,399</u>	<u>988,422</u>

The Trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements were approved by the Trustees and authorised for issue on 24 Sept and signed on its behalf by:

  
.....  
Peter Green

The notes on pages 14 to 24 form part of these financial statements.

**THE REED EDUCATIONAL TRUST LIMITED  
CONSOLIDATED CASH FLOW STATEMENT FOR  
THE YEAR ENDED 31 DECEMBER 2020**

Note	Total funds 2020 £	Total funds 2019 £
<b>Cash flows from operating activities</b>		
Cash generated from operations	353,360	180,386
Interest received	4,280	4,553
Tax paid	-	(9,311)
<b>Net cash generated by operating activities</b>	<b>357,640</b>	<b>175,628</b>
<b>Cash flows used in investing activities</b>		
Purchase of Tangible Fixed Assets	(2,577)	(128,329)
<b>Net cash used in investing activities</b>	<b>(2,577)</b>	<b>(128,329)</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>355,063</b>	<b>47,299</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>981,888</b>	<b>934,589</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>1,336,951</b>	<b>981,888</b>
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>		
	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Net income for the reporting period (as per the statement of financial activities) before taxation</b>	<b>207,211</b>	<b>73,029</b>
<b>Adjustments for:</b>		
Interest received	(4,280)	(4,809)
Depreciation	68,584	65,627
Tax expense	60,487	-
Decrease / (Increase) in Debtors	27,640	(63,934)
Increase in Creditors	(6,282)	110,473
<b>Net cash provided by operating activities</b>	<b>353,360</b>	<b>180,386</b>

The Group has no debt and accordingly no net debt reconciliation is reported.

The notes on pages 14 to 24 form part of these financial statements.

# THE REED EDUCATIONAL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

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### 1 Statutory Information

The Reed Educational Trust Limited is a charitable company, limited by guarantee, registered in England and Wales. The Charitable Company's registered number and registered office address can be found on the Charitable Company information page.

In the event of the Charitable Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

### 2 Accounting policies

#### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### Basis of preparation

The financial statements of the Group and 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 (FRS102)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention except for, where disclosed in these accounting policies, certain items that are shown at fair value.

The presentational currency of the financial statements is Pounds Sterling, being the functional currency of the primary economic environment in which the Group operates. Monetary amounts in these financial statements are rounded to the nearest Pound.

#### Basis of consolidation

The consolidated financial statements consolidate the financial statements of the Charitable Company and its subsidiary undertaking drawn up to 31 December on a line by line basis.

A subsidiary is an entity controlled by the Charitable Company. Control is achieved where the Charitable Company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the Group. Inter-company transactions and balances, between the Charitable Company and its subsidiaries, are eliminated in full. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

#### Going concern

As disclosed in the Trustee's Report, the Covid-19 pandemic has had a significant impact on the Group. In assessing the going concern status of the Group and Charitable Company, the Trustees have given consideration to the cash on hand and available position of the Group at the date of approving the financial statements, prepared detailed cash flow forecasts and projections and applied stress test scenarios to those forecasts. The Trustees have also taken into consideration how the Group has adapted positively to the effect of Covid-19, including their adapted continued provision of training.

After reviewing the Group's forecasts and projections, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group and Charitable Company therefore continues to adopt the going concern basis in preparing its financial statements.

**2 Accounting policies (continued)**

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**Judgements**

No significant judgements have been made by management in preparing these financial statements.

**Key sources of estimation uncertainty**

No key sources of estimation uncertainty have been identified by management in preparing these financial statements other than those detailed in these accounting policies.

**Turnover and income**

Turnover comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Group's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts.

The Group recognises revenue when:

The amount of revenue can be reliably measured;  
it is probable that future economic benefits will flow to the entity;  
and specific criteria have been met for each of the Group's activities.

**Government grants**

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised.

**Expenditure**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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.

**Tax**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the profit and loss account, except that a charge attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Group operates and generates taxable income.

Deferred tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements and on unused tax losses or tax credits in the company. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

The carrying amount of deferred tax assets are reviewed at each reporting date and a valuation allowance is set up against deferred tax assets so that the net carrying amount equals the highest amount that is more likely than not to be recovered based on current or future taxable profit.

**Intangible assets**

Software costs have been recognised and capitalised as the costs of the asset can be measured reliably and it is probable that future economic benefits that are directly attributable to the asset will flow to the Group.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

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**2 Accounting policies (continued)**

**Amortisation**

Amortisation is charged so as to write off the cost of assets over their estimated useful lives as follows:

<b>Asset class</b>	<b>Amortisation method and rate</b>
Software development	3 years straight line

**Tangible fixed assets**

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

**Depreciation**

Depreciation of fixed assets is calculated to write off their cost or valuation on a straight line basis over their estimated useful lives as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Freehold buildings	50 years
Leasehold land and buildings	10 years
Garden equipment	5 years (10 years prior to 2008)
Fixtures and fittings	5 years (10 years prior to 2008)

**Stocks**

Stocks are valued at the lower of cost and net realised value, after making due allowance for obsolete and slow moving items.

**Trade debtors**

Trade debtors are amounts due from customers for goods sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All trade debtors are repayable within one year and hence are included at the undiscounted cost of cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Group will not be able to collect all amounts due according to the original terms of the debtors.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Group does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

**Provisions**

Provisions are recognised where the Group has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Provisions are normally recognised at their settlement amount.

**Leases**

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

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**2 Accounting policies (continued)**

**Defined contribution pension obligation**

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

**Funds accounting**

Unrestricted funds are those funds which the Trustees are free to use in accordance with charitable objects. Restricted funds are funds which are given for particular purposes specified by their donors.

**Financial instruments**

The Group only has financial assets and financial liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Classification**

Financial instruments are classified and accounted for according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the Group after deducting all of its liabilities.

**Recognition and measurement**

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

**Impairment**

Assets, other than those measured at fair value, are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

A non financial asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate. For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**3 Analysis of expenditure**

	Charitable Activities £	Charitable Donations £	Other Activities £	Total 2020 £	Total 2019 £
Provision of courses and accommodation	1,553,547	-	-	1,553,547	1,841,200
Charitable Donations	-	5,000	-	5,000	37,942
Hire of facilities to other course	-	-	56,932	56,932	171,506
Administrative / Managerial / Financial expenses	236,036	-	9,847	245,883	247,771
External Audit	10,450	-	-	10,450	10,450
Legal & other professional services	66	-	-	66	803
Taxation	33,098	-	-	33,098	29,830
<b>Total 2020</b>	<b>1,833,197</b>	<b>5,000</b>	<b>66,779</b>	<b>1,904,976</b>	<b>2,339,502</b>
<b>Total 2019</b>	<b>2,130,054</b>	<b>37,942</b>	<b>171,506</b>		

**4 Miscellaneous sales**

	2020 £	2019 £
Other operating income	5,861	15,778
Government grants	71,071	-
	<u>76,932</u>	<u>15,778</u>

Government grants relate to grants receivable under the Coronavirus Job Retention Scheme.

**5 Operating profit**

	2020 £	2019 £
Operating profit is stated after charging:		
Auditors' remuneration	10,450	10,450
Depreciation of tangible fixed assets: owned assets	<u>68,584</u>	<u>65,627</u>

**6 Trustees and directors**

One of the Trustees received remuneration from the Group in the year 31 December 2020 (2019: one).

The Trustees have the power to appoint a paid member of staff as a trustee and duly appointed Stella Shaw in September 2014, who is a paid member of staff for the Group's trading subsidiary. Remuneration was paid to Stella Shaw in respect of her role as Operations Manager of the trading subsidiary, not as payment for her trusteeship. No other remuneration or other benefit was paid to Trustees for the year ended 31 December 2020 nor the year ended 31 December 2019.

	2020 £	2019 £
Directors' emoluments	<u>40,556</u>	<u>45,231</u>

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**7 Staff costs**

	2020 £	2019 £
Wages and salaries	517,617	620,409
Social security costs (Employers NI)	44,589	48,618
Other pension costs	10,136	10,622
Redundancy costs	43,548	-
	<u>615,890</u>	<u>679,649</u>

The average number of employees during the year was 22 (2019: 24).

No employees received employee benefits in excess of £60,000 during the year (2019 - none).

**8 Taxation**

All income of the Charitable Company falls within the exemptions afforded to corporate charities and charitable trusts by Sections 478 and 479 Corporation Tax Act 2010 and Sections 524 and 525 Income Tax Act 2007 and there is no corporation tax payable by the Charitable Company.

The subsidiary is not a charity and is subject to Corporation taxation.

	2020 £	2019 £
Corporation Tax effective at 19% (2019: 19%)	56,840	27,454
UK corporation tax adjustment to prior periods	(27,389)	-
Deferred tax	3,647	2,376
	<u>33,098</u>	<u>29,830</u>

**9 Financial performance of the charity**

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiary, Reed Business School Limited, whose activities are set out in Note 11.

As permitted by section 408 Companies Act 2006, the parent charitable company's statement of financial activities has not been included in these financial statements. Its surplus for the financial year was £87,675 (2019: deficit of £67,878).

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**10 Tangible fixed assets**

Group	Garden Equipment £	Fixtures and Fittings £	Short Leasehold Land and Buildings £	Freehold Land and Buildings £	Total £
<b>Cost</b>					
1 January 2020	12,581	614,491	472,031	818,011	1,917,114
Additions	-	2,577	-	-	2,577
Disposals	-	-	-	-	-
31 December 2020	12,581	617,068	472,031	818,011	1,919,691
<b>Depreciation</b>					
1 January 2020	12,581	527,131	390,629	237,106	1,167,447
Elimination on disposal	-	-	-	-	-
Charge for the year	-	29,114	16,830	22,640	68,584
31 December 2020	12,581	556,245	407,459	259,746	1,236,031
<b>Net book amounts</b>					
31 December 2020	-	60,823	64,572	558,265	683,660
31 December 2019	-	87,360	81,402	580,905	749,667

Included within the net book value of land and buildings above is £558,265 (2019: £580,905) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**10 Tangible fixed assets (continued)**

**Charitable Company**

	Garden Equipment £	Fixtures and Fittings £	Short Leasehold Land and Buildings £	Freehold Land and Buildings £	Total £
<b>Cost</b>					
1 January 2020	12,581	45,525	154,132	818,011	1,030,249
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
31 December 2020	12,581	45,525	154,132	818,011	1,030,249
<b>Depreciation</b>					
1 January 2020	12,581	45,525	79,638	237,106	374,850
Elimination on disposal	-	-	-	-	-
Charge for the year	-	-	15,414	22,640	38,054
31 December 2020	12,581	45,525	95,052	259,746	412,904
<b>Net book amounts</b>					
31 December 2020	-	-	59,080	558,265	617,345
31 December 2019	-	-	74,494	580,905	655,399

Included within the net book value of land and buildings above is £558,265 (2019: £580,905) in respect of freehold land and buildings.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**11 Trading subsidiary**

The trading subsidiary Reed Business School Limited (company number: 02949665), which is incorporated in the United Kingdom, runs the educational college and all commercial trading activities. The subsidiary may covenant a proportion of its profits after taxation to the Charitable Company. The Charitable Company owns the entire share capital of 2 ordinary shares of £1 each.

A summary of the trading results is shown below:

	2020 £	2019 £
<b>Turnover</b>	2,030,975	2,362,290
Cost of sales and admin costs	(1,812,320)	(2,217,489)
Other operating income	80,143	16,282
Taxation	(33,098)	(29,830)
Donation paid to parent charity, recognised as a distribution	(145,270)	(20,000)
<b>Net profit retained in subsidiary</b>	<u>120,430</u>	<u>111,253</u>
<b>The assets and liabilities were:</b>		
Fixed assets	66,315	94,268
Current assets	1,189,596	987,432
Current liabilities	(471,648)	(387,617)
Non-current liabilities	(34,870)	(68,767)
Provisions	<u>(17,402)</u>	<u>(13,755)</u>
<b>Aggregate share capital and reserves</b>	<u>731,991</u>	<u>611,561</u>

**12 Debtors**

	Group		Charitable Company	
	2020 £	2019 £	2020 £	2019 £
<b>Amounts falling due within one year</b>				
Trade debtors	44,856	170,159	-	-
Other debtors	195,100	22,593	-	21,779
Prepayments and accrued income	74,044	148,730	468	3,777
	<u>314,000</u>	<u>341,482</u>	<u>468</u>	<u>25,556</u>

**13 Creditors**

	Group		Charitable Company	
	2020 £	2019 £	2020 £	2019 £
<b>Amounts falling due within one year</b>				
Trade creditors	121,702	150,468	2,238	1,467
Taxation	56,840	27,389	-	-
Accruals and deferred income	172,313	144,756	2,600	2,790
VAT	89,727	49,092	-	-
Payroll liabilities	34,644	15,688	-	-
Other creditors	260	1,480	-	-
Apprenticeship incentives	1,000	3,000	-	-
	<u>476,486</u>	<u>391,873</u>	<u>4,838</u>	<u>4,257</u>
<b>Amounts falling after one year</b>				
Deferred income	34,870	68,767	-	-

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

**13 Creditors (continued)**

Deferred income relates to the apprenticeship funding received from the ESFA and is topped up by employers when necessary. The balance of deferred income has moved in the year as follows:

Deferred income reconciliation	Group		Charitable Company	
	2020 £	2019 £	2020 £	2019 £
Balance at 1 January	154,080	104,163	-	-
Amount released in year	(154,080)	(104,163)	-	-
Amount deferred in year	128,594	154,080	-	-
Balance at 31 December	128,594	154,080	-	-

**14 Provision for liabilities and charges**

	Deferred Tax £
1 January 2020	13,755
Increase in provision in year	3,647
31 December 2020	17,402

**15 Leasing Agreements**

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

	2020 £	2019 £
Within one year	88,810	88,810
Between one and five years	81,409	170,219
	170,219	259,029

The amount of non-cancellable operating lease payments recognised as an expense during the year was £28,068 (2019 - £111,890).

**16 Transactions involving Trustees**

The parent company operated from premises held on a lease.

Sir Alec Reed is a trustee of the Reed Educational Trust Limited and has a material interest in Reed Global Ltd. The company trades with Reed Global Ltd and its subsidiaries, Reed Specialist Recruitment Ltd, Reed Property Ltd, Reed Online Ltd and Reed Foundation a normal trading basis. Please refer to note 17 on related party transactions, subsections (i) to (iv) for further details of transactions.

**THE REED EDUCATIONAL TRUST LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020**

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**17 Related party transactions**

The Group had the following related party transactions during the year:

**(i) Sir Alec Reed**

Relationship – Sir Alec Reed is a Trustee of the Charitable Company, The Reed Educational Trust Limited. The Group paid rent to Sir Alec for some properties used by residential students. The Company also shares the cost of a gardener with Sir Alec. The rent due for the car park and residential properties for the year totalled £6,500 (2019: £29,734). The shared cost of a gardener was £1,327 (2019: £6,065). The balance due to Sir Alec Reed at the year-end was £nil (2019: £1,020).

**(ii) Reed Global Limited and its subsidiaries**

Relationship – There are common Directors and Trustees in both Reed Global Limited and the Charitable Company, including Sir Alec Reed who has a material interest in Reed Global Limited.

The Group invoices Reed Global Limited and its subsidiaries for professional training courses. The amount invoiced in the year totalled £Nil (2019: £310,176).

The balance due from Reed Global Limited subsidiaries at the year-end was £Nil (2019: £25,234).

Reed Specialist Recruitment Limited invoiced the Group for the cost of staff working at the company and for other administrative recharges totalling £82,542 (2019: £105,758) and accrued £8,579 (2019: £4,427).

The balance due to Reed Specialist Recruitment Limited at the year-end was £Nil (2019: £17,218 – Reed Learning).

Reed Property Limited invoices the Group for the use of property for residential students. The amounts invoiced in the year totalled £1,820 (2019: £10,920). The balance due to Reed Property Limited at the year-end was £nil (2019: £1,820).

**(iii) The Reed Foundation**

Relationship – Sir Alec Reed and James Reed are Trustees of the registered charity The Reed Foundation. The Reed Foundation owns property utilised by the Group. Rent is paid on the Manor and several other properties in the village which are owned by The Reed Foundation. The amount invoiced in the year was £26,078 (2019: £100,153). The amount due to Reed Foundation at the year-end was £nil (2019: £26,077).

**18 Analysis of charitable funds**

The entire funds held by the Charitable Company are unrestricted and are free reserves for use in achieving the charity's aims and objectives.

**19 Control**

The Charitable Company is controlled by the Board of Trustees / Directors.

**THE REED EDUCATIONAL TRUST LIMITED**  
**SOLUS STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020**

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	2020 £	2019 £
Incoming resources:		
Donation from subsidiary	144,070	20,000
Other income	-	3,226
Interest received	1,069	1,079
	<hr/> 145,139	<hr/> 24,305
Expenditure on charitable activities	(58,162)	(92,183)
	<hr/>	<hr/>
<b>Net surplus / (deficit)</b>	<b>86,977</b>	<b>(67,878)</b>
Total funds brought forward	988,422	1,056,300
	<hr/>	<hr/>
<b>Total funds carried forward</b>	<b>1,075,399</b>	<b>988,422</b>

This page does not form part of the financial statements