

REGISTERED COMPANY NUMBER: 01007353 (England and Wales)  
REGISTERED CHARITY NUMBER: 508775

Report of the Trustees and  
Consolidated Financial Statements  
for the Year Ended 31st August 2023  
for  
Humberside Engineering Training  
Association Limited

Sadofskys  
Statutory Auditors  
Princes House  
Wright Street  
Hull  
East Yorkshire  
HU2 8HX

**Humberside Engineering Training**  
**Association Limited**

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**for the year ended 31st August 2023**

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**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the group for the year ended 31st August 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

01007353 (England and Wales)

**Registered Charity number**

508775

**Registered office**

27-31 Dansom Lane  
Hull  
HU8 7LA

**Trustees**

I C Palmer - Chair  
R M Swain  
L S Fretter  
T Mottershead  
E J Greenfield  
D J Oliver  
M T Daubney  
M R Brunton (appointed 19/9/23)  
B Houston (appointed 19/9/23)  
D P Sowden (resigned 21/3/23)  
M T Joslin (resigned 25/7/23)

**Company Secretary**

I Elliott

**Auditors**

Sadofskys  
Statutory Auditors  
Princes House  
Wright Street  
Hull  
East Yorkshire  
HU2 8HX

**Solicitors**

Bridge McFarland  
1 Marina Court  
Hull  
HU1 2AZ

**Humberside Engineering Training  
Association Limited**

**Report of the Trustees  
for the year ended 31st August 2023**

**Expertise, experience, capabilities of HETA**

HETA is a not-for-profit Charity “Group Training Association” established in 1967 which now operates from 3 wholly owned sites, Dansom Lane (Hull), Pioneer Park (Grimsby) and Foxhills (Scunthorpe) to serve employers across the Humber Region that operate in the engineering, manufacturing and process industries.

The GTA model still exists in name but in real terms the company operates as a commercially focused but not for profit training provider with a FE/Charitable ethos that serves our learners and employers to ensure we deliver training and education that will meet the skills needs of the region.

Governance is provided by a group of Trustees who meet six times per year.

HETA currently employs around 80 people across the three sites with a turnover of approx. £6m pa. Our real estate is wholly owned.

HETA currently trains and assesses around 600 Engineering learners per year across levels 3, 4 & 5 and delivers ‘in-work’ training for adults to over 350 client companies across the Yorkshire and Humber region. HETA also delivers training contracts for employers who have multiple sites across the UK.

**OBJECTIVES AND ACTIVITIES**

To advance the theoretical and practical education and training of persons engaged or intending to be engaged in the engineering industry.

**The HETA vision is;**

**To be the leading Engineering training provider delivering exceptional, high-quality training that continually meets customer requirements.**

We will provide trainees with the qualifications, skills and workplace experience required to obtain sustained employment and abilities to respond to the changes across our core industries.

**HETA will be guided and follow the following 6 strategic aims;**

- A. To maintain the work required to be an Ofsted graded provider rated Good or Good with Outstanding features
- B. To be the engineering training “Provider of Choice” across the Humber region designing and delivering high quality skills training
- C. To reduce our reliance of public funding in the pursuit of commercial income whilst maximising existing ESFA contract values
- D. To reduce our level of debt and increase our cash reserves
- E. To be an “Employer of Choice” and to create a positive working environment that generates, encourages and promotes equality of opportunity for all staff and that is creative and entrepreneurial that will enable the business to grow.
- F. To monitor the skills needs across the Humber region and respond to meet that demand.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

**OBJECTIVES AND ACTIVITIES - continued**

**We will be driven to achieve the following top level Key Performance Indicators;**

1. Increase growth in turnover in line with the overall three-year financial plan
2. Deliver an annual surplus to re-invest in the business of no less than 5% per annum
3. Maintain a Self-Assessed Grade of at least Good (2) with Outstanding features
4. Agree and achieve annual targets for recruitment/retention and Qualification Achievement Rates (QAR) that are well above national benchmarks
5. Maintain and increase our market share of Advanced Apprenticeships using ESFA annual data to agree targets and measure our performance.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Charity constitution**

The company is limited by guarantee. It was incorporated on 7th April 1971 under the Companies Acts 1948 and 1967 and is governed by its memorandum and Articles of Association as amended September 1980, April, 1995 and May 2021.

**Recruitment and appointment of new trustees**

HETA aims to develop and maintain a diverse group of individuals that will support the aim of the company. Trustees are identified and recruited based on skill set and experience.

No one is entitled to act as a Trustee whether on appointment or on any reappointment until he or she has expressly acknowledged, in whatever way the Trustee decide, his or her acceptance of the office of Trustee and Member.

The appointment of a Trustee must not cause the number of Trustees to exceed any number fixed as the maximum number of Trustees.

The latest Articles of Association make clear reference to the period of time that Trustees will be appointed for.

**Organisational structure**

The Board meet six times during the year. The meetings were concluded using a 'hybrid' model over both video conferencing and face to face. This model provided members with a more efficient way to meet and increased participation.

HETA is managed by the Directors (Trustees) with day to day responsibility delegated to the Chief Executive who is appointed by the Board.

The day to day strategic and operational management of HETA was carried out by the Senior (strategic) Leadership Team (SLT) which during 2022-23, consisted of the following team members\*;

- **Chief Executive**
- **Deputy Chief Executive**
- **Human Resources Manager**
- **Operations Manager**
- **Head of Sales and Marketing**

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT - continued**

In turn, the SLT is supported by;

- **Health and Safety Manager**
- **2 x Centre (curriculum) Managers**
- **Field Team Manager**
- **Curriculum Manager Higher Education**
- **IT Support Manager**
- **Management Accountant**
- **Administration Manager**
- **Teaching and Learning Improvement Manager**
- **Sales and Marketing Manager**

*\*From September 1<sup>st</sup>, 2023, the post of Head of Sales and Marketing ceased to exist following the resignation of the post holder and responsibility for this department has been taken over by the Sales and Marketing Manager.*

**The Management of Risk**

HETA has adopted a Business Risk Register (BRR) and the Board will receive updates on each area of risk to assess the appropriateness and robustness of the controls being deployed to mitigate risk. The BRR is reviewed periodically by the management team and at board meetings by the Trustees.

**Policy on Reserves**

The charity will aim to hold, non-committed, end of year cash reserves of not less than 50% and not more than 150% of the total annual staff and contractor employment costs. The reserves policy remains a key aspect of financial health, but the Trustees continue to review this annually.

This formula will enable the directors and management of HETA adequate contingency funds to deal with significant variations of year-to-year business activity.

At the Balance Sheet date the unrestricted cash reserves represented 39% (2022: 65%) of the year's employment costs (including subcontract instructors and excluding HATA apprentices). The board approved the reserves dropping below the target in order to finance the construction of the new centre at Grimsby.

The need to vacate our previous (rented) premises at Stallingborough (Grimsby) and the strong desire to create a higher quality, 21<sup>st</sup> century learning and working environment was a driving force behind the new build project mentioned above.

Arguably, the construction phase took place at the worst possible time; material costs were high and unpredictable and labour shortages had an impact on contractor prices. Combined with the fact that the UK was in a 'funding hiatus' and that no additional capital grants were available, meant that the build project was financed from both bank borrowings and reserves.

Whilst the reserves policy exists, the board of Trustees approved that this can be flexible in order to achieve the project completion.

Reserves for 2023-24 and 2024-25 are forecast to be at 29% and 40% respectively and rising in subsequent years taking HETA back within the tolerances allowed in the reserves policy.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

**KEY ACHIEVEMENTS AND PERFORMANCE**

2022-23 saw HETA start and complete the last phase of what has been a significant investment in the real estate of the charity. In summary HETA now wholly own three training centres at Hull, Grimsby and Scunthorpe.

It was the design, construction and completion of the centre at Grimsby that completed a ten-year period of investment totalling £13.3M providing 9,750 square metres of training space across 6.1 acres of land.

It is important to note that the financing of the new centre was achieved through the use of reserves and extended borrowing from our bank.

Given the lack of grant funding for capital project like this, the project would have not been able to proceed unless the Trustees had taken the decision to utilise the reserves which has resulted in the charity going below the agreed percentage of cash to be held at any given time.



**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

**KEY ACHIEVEMENTS AND PERFORMANCE - continued**

**Funding and Fundraising Activities**

Income streams at HETA are structured in such a way to provide some degree of financial security and sustainability that allows us to reinvest in the best teaching and learning facilities and working conditions for staff.

**In simple terms we aim to maintain four strands of revenue generation;**

- Contracted funding from the Department for Education to support the delivery of funded programmes including Apprenticeships and Traineeships
- Higher Education that is paid for by employers to deliver the Higher National Certificate and Diploma
- Commercial training courses to upskill those already in the labour market paid for by employers and individuals
- Additional grant funding from different sources designed to fund new provision, acquisition of new equipment, training resources and discrete interventions to support young people.

HETA has continued to deliver a significant number of training and education programmes to our different client groups that have generated income to support the continued growth of the charity.

These include;

- Advanced Apprenticeships to both 16-18 and 19+ learners - **£4,129k**
- Traineeships for unsponsored learners - **£158k**
- HE programmes - **£380k**
- Adult upskilling courses for those already operating in the labour market - **£878k**
- Other income streams - **£696k**

**Overall income year on year is;**

£6,241K 2022-23 against £5,641k 2021-22

In delivering these various activities, the company has generated an operating surplus of **£461K**- an uplift of 42% year on year and reflects how businesses (both HETA and our client group) have moved on from the disruption caused by the pandemic.

This surplus allows for continued investment in the current and future activities of the Charity; **Investment in new assets for the year was £5,774K.**



**Humberside Engineering Training  
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**Report of the Trustees  
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**KEY ACHIEVEMENTS AND PERFORMANCE - continued**

**Additional Grant Funding**

HETA was particularly successful in attracting new grants by participating in two national initiatives from the Department of Education:

**Strategic Development Fund 2**

The Skills for Jobs White Paper set out the Government's blueprint for reshaping the technical skills system and SDF2 was collaborations of further education (FE) providers. The key difference this time was that Independent Training Providers were eligible to participate.

SDF2 will provide capital and revenue (programme) funding to support "changes in local teaching and training facilities and provision, enabling FE providers to meet the needs of employers, support local innovation and economic growth, and develop a more efficient overall delivery infrastructure".

HETA secured £437k and was able to make some fundamental changes to the quality of teaching and learning.

**Higher Technical Qualifications**

The Department for Education (DfE) announced plans and additional funding to improve higher technical education to help people train or retrain for high-skilled jobs. These reforms covered learners studying for higher technical education qualifications.

The reforms were/are designed to:

- Improve the quality of higher technical education on offer
- Encourage more people to take higher technical education courses and get high-skilled work
- Introduce a national approval scheme, to show which higher technical qualifications meet employers' skills needs.

HETA applied for the additional funding to support extended delivery of our Level 4 & 5 programmes and to improve teaching resources. We were successful in securing £221k.

**Ann Watsons Trust**

During 2022-23, the Ann Watsons Trust made a contribution of £39k.

This was shared amongst 8 learners providing them with a degree of financial support. The AWT funding aims to provide the unpaid Traineeships with funding that they can use for whatever purpose is required and in some cases, it will go towards the family income.

By providing this kind of support, young people feel more valued and motivated during their training programme and this improves retention leading to a successful transfer into employment.

All the AWT funded learners were able to secure jobs with companies like Afos, Bright Blue Foods, Air Products and Thorcal.

To illustrate the point funding was used by these young people to:

- Start driving lessons which enabled a learner to apply for the position at Thorcal which required him to be mobile.
- Another young man was able to use the Ann Watson funds to upgrade from a bicycle to a moped, giving him more independence and stability to an Employer.
- The AWT scholarship gave a learner a confidence boost and gave him financial support when he was unable to continue with his part time job due to illness thus keeping him on programme and successful transition into work.

**Humberside Engineering Training  
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**Report of the Trustees  
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**CHARITABLE ACTIVITIES**

**Fulfilling our charitable ethos - Getting Young People into Work**

**“HETA is a training provider and a Job Broker”.**

In 2022-23, HETA continued to secure employment for a significant number of young people acting as a recruiter for employers. This approach essentially has two facets-Traineeships and Sponsored Apprenticeships.

The Traineeship programme is a government initiative. It is designed to act as a pathway into employment, an apprenticeship or further learning. The entry criteria and delivery requirements are flexible however it was announced in 2022 that the Government were closing this programme.

The closure of this funding stream had serious implications both internally and externally resulting in loss of income and more importantly, loss of opportunity for young people to gain access to apprenticeship training at HETA.

Following some significant lobbying with support from our local authorities, HETA was able to secure a contract to deliver Traineeship type Study programmes.

HETA uses the Government's Study (Traineeship) programme to widen participation and to ensure small to medium employers can access suitable Apprenticeship candidates without having to commit to paying a whole year of 'off the job' wages.

HETA is now into the 10th year of delivering on this programme and has adopted a model that is regarded as being exemplary practice which sees young people being exposed to both trade and employability skills with progression into a job (please see section above re: job placement).

\*The company receives a funding amount that is now one fifth (previously one third) of the core funding for an Advanced Apprenticeship. We purposely deliver a much-enhanced learning experience that is not covered by the funding allocation.

In short, HETA over delivers in order to maximise employment opportunities for young people and to ensure that employers have access to a talent pipeline.

**Data shows the following:**

- 41 out of 44 traineeships went on to a successful outcome - 93%.
- 38 out of 44 traineeships went on to an apprenticeship with HETA – 86%

**Humberside Engineering Training  
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**Report of the Trustees  
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**CHARITABLE ACTIVITIES - continued**

**Welfare for Learners and Staff**

HETA seeks to deliver the best possible learning experience for young people however our aim is to support our learners in a more holistic manner. This includes support and education around physical and mental health. In some cases, we provide financial support to buy uniform, IT kit and we manage the travel allowances for Traineeships.

A number of staff have trained as Mental Health First Aiders and attend update session around ME issues so we can better support learners.

As part of a more rounded approach to the future wellbeing of the younger learners, HETA self-funds and provides a programme of information, training and counselling around the issues of;

- Diet
- Alcohol
- Drugs
- Mental health issues- we now have mental health 'First Aiders' embedded on each site
- Fitness
- Team Working
- Communication Skills
- Safeguarding and the "Prevent" (from radicalisation) strategy

Our staff are HETA are our greatest asset and the investment in finding, recruiting, training and retaining the best people remains a cornerstone of the business.

The recruitment market remains a challenge across most business sectors and HETA is no exception. The company is mindful of normal 'churn' via retirements and resignations and as such adopted a more proactive approach to recruitment.

By utilising a range of tactics to recruit and to try and succession plan (for retirees) it has been possible to recruit some excellent replacement staff however the increased use of external recruitment agencies has been a necessity resulting in much higher expenditure on recruitment fees.

HETA continues to invest in staff development via structured Continuous Development Days, online training, teacher training from Levels 3 to 5, external events, webinars etc.

The company also tries to balance workloads with home commitments and aims to be a family friendly employer supporting those with carer responsibilities.

**Humberside Engineering Training  
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**Report of the Trustees  
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**CHARITABLE ACTIVITIES - continued**

**Schools Engagement**

HETA continues to provide a range of unfunded activities to schools around Information, Advice and Guidance (IAG) to young people. The data table below provides detail about the activities carried out by HETA in 2022-23:

School and Post 16 College IAG Activities 2022-23
49% of HETA applicants had heard about what we offer directly from their school or college
Summary of Activities: Overall 207 were carried out during the year
171 Schools across our region
9 Post 16 Colleges
18 Combined Schools and College
<ul style="list-style-type: none"><li>• HETA was present at 9 large external events ;</li><li>• Hull University Science Festival</li><li>• Franklin 6<sup>th</sup> Form College Careers Event with 700+ attendees</li><li>• Doncaster Chamber of Commerce “<i>Opportunities Live</i>”</li><li>• Grimsby Job Centre Plus</li><li>• Civic Centre, Immingham Careers event</li><li>• Hull and Humber Chamber of Commerce “<i>Jobs Expo</i>”</li><li>• Bath Halls, Scunthorpe Careers Event</li><li>• MKM Stadium, Hull Careers Event</li><li>• North Est Lincolnshire “<i>Skills Fair</i>”</li></ul>

The overall aim is to engage with schools across the region and beyond going out to South Yorkshire and Greater Lincolnshire. In real terms this means a raft of different activities but the response to the pandemic curtailed a lot of the planned work normally have carried out.

**Volunteers/Volunteering**

HETA does not recruit volunteers as part of our core activities preferring to use establishment staff however the Board of Trustees are all volunteers.

We do encourage staff to carry out a range of unfunded ‘pro bono’ activities. Some staff are Governors at schools across the region and also work with other charities.

The CEO is a member of the Hull and East Yorkshire (HEY) Local Enterprise Partnership Skills and Employment Board and Vice Chair of the HEY LEP Apprenticeship Group and is a member of the Local Skills Improvement Plan (LSIP) Board.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2023**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Humberside Engineering Training Association Limited for the purposes 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 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- 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 themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Sadofskys, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on .....19/3/24..... and signed on the board's behalf by:



.....  
I C Palmer – Trustee & Chair

**Report of the Independent Auditors to the Members of**  
**Humberside Engineering Training**  
**Association Limited**

**Opinion**

We have audited the financial statements of Humberside Engineering Training Association Limited (the 'parent charity') and its subsidiaries (together comprising the 'charitable group') for the year ended 31st August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable group's and parent charity's affairs as at 31st August 2023 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.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

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

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

**Report of the Independent Auditors to the Members of**  
**Humberside Engineering Training**  
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**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

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

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

**Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:
- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the charitable sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, UK tax legislation, and data protection, anti-bribery, employment, environmental, health and safety legislation along with industry specific regulations and requirements.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

**Report of the Independent Auditors to the Members of**  
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To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators, and the company's legal advisors.

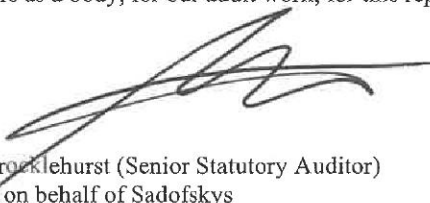
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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 Report of the Independent Auditors.

**Use of our report**

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



Alan Brocklehurst (Senior Statutory Auditor)  
for and on behalf of Sadofskys  
Statutory Auditors  
Princes House  
Wright Street  
Hull  
East Yorkshire  
HU2 8HX

Date: .....19/3/24.....



**Humberside Engineering Training  
Association Limited**

**Consolidated Statement of Financial Activities  
for the year ended 31st August 2023**

		2023 Unrestricted fund £	2022 Unrestricted funds £
<b>INCOME AND ENDOWMENTS FROM</b>	Notes		
Donations and legacies		-	-
<b>Charitable activities</b>	4		
Apprentice Training		4,286,942	4,397,513
HNC & HND		380,450	352,647
Adult Training		877,802	820,580
Investment income	3	19,621	3,767
Other income	3	676,387	66,910
<b>Total</b>		<b>6,241,202</b>	<b>5,641,417</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>	5		
Apprentice Training		4,283,139	3,936,250
HNC & HND		437,408	447,226
Adult Training		1,060,068	916,373
Work with Schools		-	16,833
<b>Total</b>		<b>5,780,615</b>	<b>5,316,682</b>
<b>NET INCOME</b>		<b>460,587</b>	<b>324,735</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		6,986,944	6,662,209
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>7,447,531</b>	<b>6,986,944</b>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing operations.

**FUND ACCOUNTING**

All income and expenditure relates to unrestricted funds.

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Consolidated Balance Sheet  
31st August 2023**

	Notes	2023 Unrestricted fund £	2022 Unrestricted funds £
<b>FIXED ASSETS</b>			
Tangible assets	11	<u>11,273,710</u>	<u>5,839,521</u>
<b>CURRENT ASSETS</b>			
Debtors	13	800,332	960,303
Cash at bank		<u>1,367,550</u>	<u>2,165,546</u>
		<b>2,167,882</b>	<b>3,125,849</b>
<b>CREDITORS</b>			
Amounts falling due within one year	14	<u>(1,371,197)</u>	<u>(827,365)</u>
<b>NET CURRENT ASSETS</b>		<u><b>796,685</b></u>	<u><b>2,298,484</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>12,070,395</b>	<b>8,138,005</b>
<b>CREDITORS</b>			
Amounts falling due after more than one year	15	<u>(4,622,864)</u>	<u>(1,151,061)</u>
<b>NET ASSETS</b>		<u><b>7,447,531</b></u>	<u><b>6,986,944</b></u>
<b>FUNDS</b>	19		
Unrestricted funds		<u>7,447,531</u>	<u>6,986,944</u>
<b>TOTAL FUNDS</b>		<u><b>7,447,531</b></u>	<u><b>6,986,944</b></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 19/3/24  
and were signed on its behalf by:



I C Palmer – Trustee/Director

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Company Balance Sheet  
31st August 2023**

	Notes	2023 Unrestricted fund £	2022 Unrestricted funds £
<b>FIXED ASSETS</b>			
Tangible assets	11	11,273,710	5,839,521
Investments	12	<u>1</u>	<u>1</u>
		11,273,711	5,839,522
<b>CURRENT ASSETS</b>			
Debtors	13	895,398	1,027,966
Cash at bank		<u>1,180,975</u>	<u>2,043,039</u>
		2,076,373	3,071,005
<b>CREDITORS</b>			
Amounts falling due within one year	14	<u>(1,311,228)</u>	<u>(812,434)</u>
<b>NET CURRENT ASSETS</b>		<u>765,145</u>	<u>2,258,571</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		12,038,856	8,098,092
<b>CREDITORS</b>			
Amounts falling due after more than one year	15	<u>(4,622,864)</u>	<u>(1,151,061)</u>
<b>NET ASSETS</b>		<u>7,415,992</u>	<u>6,947,031</u>
<b>FUNDS</b>	19		
Unrestricted funds		<u>7,415,992</u>	<u>6,947,031</u>
<b>TOTAL FUNDS</b>		<u>7,415,992</u>	<u>6,947,031</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 19/3/24 and were signed on its behalf by:



I C Palmer – Trustee/Director

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Consolidated Cash Flow Statement  
for the year ended 31st August 2023**

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	1,617,766	564,744
Interest paid		<u>(239,359)</u>	<u>(40,045)</u>
Net cash provided by operating activities		<u>1,378,409</u>	<u>524,699</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(5,774,325)	(461,017)
Sale of tangible fixed assets		1,099	950,092
Interest received		<u>19,621</u>	<u>3,767</u>
Net cash (used in)/provided by investing activities		<u>(5,753,605)</u>	<u>492,842</u>
<b>Cash flows from financing activities</b>			
New loans in year		3,700,000	-
Loan repayments in year		<u>(122,801)</u>	<u>(156,525)</u>
Net cash provided by/(used in) financing activities		<u>3,577,199</u>	<u>(156,525)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>(797,999)</u>	<u>861,016</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>2,165,546</u>	<u>1,304,530</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>1,367,547</u>	<u>2,165,546</u>

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Cash Flow Statement  
for the year ended 31st August 2023**

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2023 £	2022 £
Net income for the reporting period (as per the Consolidated Statement of Financial Activities)	460,587	324,735
Adjustments for:		
Depreciation charges	339,037	309,958
(Profit)/Loss on disposal of fixed assets	-	(92)
Interest received	(19,621)	(3,767)
Interest paid	239,359	40,045
Decrease in debtors	159,971	109,735
Increase/(decrease) in creditors	438,433	3,600
<b>Net cash provided by operations</b>	<b><u>1,617,766</u></b>	<b><u>564,744</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS/(DEBT)**

	At 1/9/22 £	Cash flow £	At 31/8/23 £
<b>Net cash</b>			
Cash at bank	<u>2,165,546</u>	<u>(797,999)</u>	<u>1,367,547</u>
	<u>2,165,546</u>	<u>(797,999)</u>	<u>1,367,547</u>
<b>Debt</b>			
Debts falling due within 1 year	(165,788)	(105,396)	(271,184)
Debts falling due after 1 year	<u>(1,151,061)</u>	<u>(3,471,803)</u>	<u>(4,622,864)</u>
	<u>(1,316,849)</u>	<u>(3,577,199)</u>	<u>(4,894,048)</u>
<b>Total</b>	<u>726,190</u>	<u>(4,439,263)</u>	<u>(3,713,073)</u>

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements  
for the year ended 31st August 2023**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

**Basis of consolidation**

The group financial statements consolidate the financial statements of the charity and its subsidiary undertaking, Humberside Apprentice Training Agency Limited, at 31<sup>st</sup> August 2022 using acquisition accounting.

**Income**

**Income from resources from charitable activities**

Incoming resources from charitable activities excludes value added tax. Where income resources are dependent upon the Charity delivering a service, the income is not recognised until the service is delivered.

**Donations**

Donations and gifts are included in full in the Statement of Financial Activities when receivable.

**Grants**

Grants and allowances receivable are accounted for as income in the year in which entitlement arises.

**Gifts**

Gifts in kind are valued by reference to the equivalent commercial cost of acquiring such assets or services.

**Expenditure**

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

**Allocation and apportionment of costs**

Expenses directly associated with the delivery of training are charged as direct charitable expenses and split between those relating to unrestricted and those relating to restricted funds.

Depreciation is split between restricted and unrestricted funds by reference to the charge arising on each specific asset.

Employees are categorized as either directly involved in training or administration and related costs apportioned accordingly. Staff time spent delivering projects which are subject to restricted funding is recharged from unrestricted funds at agreed hourly rates.

Direct costs not capable of being attributed to any individual class of activity are apportioned according to the relative income of each activity. Support costs are apportioned according to the amount of direct cost associated with each class of activity. Governance costs reflect the strategic and compliance costs of the charity including an allowance for the Chief Executive's time spent on such matters.

**Humberside Engineering Training**  
**Association Limited**

**Notes to the Consolidated Financial Statements - continued**  
**for the year ended 31st August 2023**

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

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

Freehold property	- 2% on cost
Plant and machinery	- 10% on cost
Fixtures and fittings	- 10% on cost
Computer equipment	- 20% on cost

**Taxation**

As a registered charity, the company is generally exempt from Corporation Tax, but not from VAT. The company accounts for VAT in accordance with the regulations relevant to the nature of the supplies which it makes. Any irrecoverable VAT is shown separately as an expense.

**Fund accounting**

Incoming resources for services where, upon full performance of the service, any surplus can be retained and used for general purposes are classified as unrestricted, whereas if any surplus is receivable by the donor then the resources are classed as restricted.

**Leases**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Rents payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**3. INVESTMENT INCOME**

	<b>2023</b>	2022
	£	£
Other income	<b>676,387</b>	66,911
Deposit account interest	<b><u>19,621</u></b>	<u>3,767</u>
	<b><u>696,008</u></b>	<u>70,678</u>

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**4. INCOME FROM CHARITABLE ACTIVITIES**

	Activity	2023 £	2022 £
Apprenticeship fees	Apprentice Training	464,187	472,249
ESFA funding	Apprentice Training	3,822,755	3,925,264
ESFA funding	HNC & HND	29,500	29,500
HNC income	HNC & HND	350,950	323,147
Adult training	Adult Training	849,892	785,112
Passport	Adult Training	27,910	35,468
		<u>5,545,194</u>	<u>5,570,740</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 6) £	2023 Totals £
Apprentice Training	2,914,501	1,368,638	4,283,139
HNC & HND	289,237	148,171	437,408
Adult Training	701,114	358,954	1,060,068
	<u>3,904,852</u>	<u>1,875,763</u>	<u>5,780,615</u>

**6. SUPPORT COSTS**

	Management £	Finance £	Human resources £
Apprentice Training	147,220	247,988	599,876
HNC & HND	15,938	26,850	64,942
Adult Training	38,611	65,040	157,326
	<u>201,769</u>	<u>339,878</u>	<u>822,144</u>
	Other £	Governance costs £	2023 Totals £
Apprentice Training	325,431	48,123	1,368,638
HNC & HND	35,231	5,210	148,171
Adult Training	85,356	12,621	358,954
	<u>446,018</u>	<u>65,954</u>	<u>1,875,763</u>



**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**7. NET INCOME/(EXPENDITURE)**

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

	<b>2023</b>	2022
	£	£
Auditors' remuneration	<b>10,450</b>	9,490
Depreciation - owned assets	<b>339,037</b>	309,958
Other operating leases	<b><u>140,000</u></b>	<u>130,000</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st August 2023 nor for the year ended 31st August 2022.

**Trustees' expenses**

Travel and subsistence expenses totalling £61 were paid to one trustee during the year (2022: £97).

**9. STAFF COSTS**

	<b>2023</b>	2022
	£	£
Wages and salaries	<b>3,173,014</b>	3,083,703
Social security costs	<b>260,699</b>	257,326
Other pension costs	<b><u>416,616</u></b>	<u>363,664</u>
	<b><u>3,850,329</u></b>	<u>3,704,693</u>

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

	<b>2023</b>	2022
Management	<b>5</b>	5
Administration	<b>14</b>	14
Training and support	<b>58</b>	55
Apprentices-HATA	<b><u>12</u></b>	<u>21</u>
	<b><u>89</u></b>	<u>95</u>

The average number of employees during the year is based on Full Time Equivalents.

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

	<b>2023</b>	2022
£70,001 - £80,000	<b>1</b>	1
£90,001 - £100,000	<b><u>1</u></b>	<u>1</u>
	<b><u>2</u></b>	<u>2</u>

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**10. NET INCOMING RESOURCES OF PARENT COMPANY**

As permitted by paragraph 397 of the SORP, the Statement of Financial Activities of the parent charity is not presented in these financial statements. The parent's net incoming resources for the year ended 31<sup>st</sup> August 2023 totalled £476,025 (2022: £337,185).

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**11. TANGIBLE FIXED ASSETS**

<b>Group and Charity</b>	Freehold property £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>					
At 1st September 2022	5,386,936	1,710,364	262,039	486,949	7,846,288
Additions	5,215,799	293,966	67,492	197,068	5,774,325
Disposals	(1,099)	-	-	-	(1,099)
At 31st August 2023	10,601,636	2,004,330	329,531	684,017	13,619,514
<b>DEPRECIATION</b>					
At 1st September 2022	559,590	873,500	168,001	405,676	2,006,767
Charge for year	113,534	142,673	19,135	63,695	339,037
At 31st August 2023	673,124	1,016,173	187,136	469,371	2,345,804
<b>NET BOOK VALUE</b>					
At 31st August 2023	9,928,512	988,157	142,395	214,646	11,273,710
At 31st August 2022	4,827,346	836,864	94,038	81,273	5,839,521

**12. FIXED ASSET INVESTMENTS**

<b>Charity</b>	Shares in group undertakings £
<b>MARKET VALUE</b>	
At 1st September 2022 and 31st August 2023	1
<b>NET BOOK VALUE</b>	
At 31st August 2023	1
At 31st August 2022	1

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

**Humber Apprentice Training Agency Limited (10234302)**

Registered Office: United Kingdom

Nature of business: Trading

This investment represents 100% of the voting equity instruments of the subsidiary.

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	657,055	819,031	650,293	817,505
Amounts owed by group undertakings	-	-	112,737	69,189
Prepayments	143,277	141,272	132,368	141,272
	<u>800,332</u>	<u>960,303</u>	<u>895,398</u>	<u>1,027,966</u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank loans and overdrafts (see note 16)	271,184	165,788	271,184	165,788
Trade creditors	609,502	270,314	609,502	270,255
Amounts owed to group undertakings	-	-	-	1
Social security and other taxes	54,101	105,780	52,815	104,200
Accrued expenses	436,410	285,483	377,727	272,191
	<u>1,371,197</u>	<u>827,365</u>	<u>1,311,228</u>	<u>812,434</u>

**15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

<b>Group and Charity</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Bank loans (see note 16)	<u>4,622,864</u>	<u>1,151,061</u>

**16. LOANS**

An analysis of the maturity of loans is given below:

<b>Group and Charity</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year on demand:		
Bank loans	<u>271,184</u>	<u>165,788</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>1,113,354</u>	<u>500,547</u>
Amounts falling due in more than five years:		
Bank loans – more than 5 years	<u>3,509,510</u>	<u>650,514</u>

The loans are repayable by monthly instalments and are over a ten years or fifteen year period. The first loan commenced in August 2014 and is over a term of ten years. Interest is charged at 3.00% over bank base rate.

The second loan commenced in June 2017 and is over a term of fifteen years. Interest is charged at 1.95% over bank base rate.

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2023**

**16. LOANS - continued**

The new loan in the year which was used to fund the capital investment is over a term of fifteen years. Interest is charged at 2.25% over bank base rate.

All loan interest is charged directly to expenses as incurred.

**17. LEASING AGREEMENTS**

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

<b>Group and Charity</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Within one year	<b><u>140,000</u></b>	<b><u>140,000</u></b>

Leases are negotiated over various terms to suit the requirements at that time. Break clauses are included wherever appropriate and the above liability has been calculated from the balance sheet date to either the end of the lease of the first break clause, whichever is earlier.

**18. SECURED DEBTS**

The following secured debts are included within creditors:

<b>Group and Charity</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Bank loans	<b><u>4,894,048</u></b>	<b><u>1,316,849</u></b>

The loans are secured by charges over the charity's freehold land and buildings.

**19. MOVEMENT IN FUNDS**

	<b>At 1/9/22</b>	<b>Net movement in funds</b>	<b>At 31/8/23</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>			
General fund	<b>6,986,944</b>	<b>460,587</b>	<b>7,447,531</b>
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>6,986,944</u></b>	<b><u>460,587</u></b>	<b><u>7,447,531</u></b>

**Humberside Engineering Training  
Association Limited**

**Notes to the Financial Statements - continued  
for the year ended 31st August 2023**

**19. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	6,241,202	(5,780,615)	460,587
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b>6,241,202</b>	<b>(5,780,615)</b>	<b>460,587</b>

**20. PENSION COMMITMENTS**

The company operates a group personal pensions scheme. The assets of the scheme are held by independent managers. Contributions into the scheme during the year amounted to £378,611 (2022: £341,847). There were no amounts prepaid at the balance sheet date. Contributions outstanding at the balance sheet date totalled £34,739 (2022: £26,898).

**21. RELATED PARTY DISCLOSURES**

Debtor and creditor balances within the charity's subsidiary company are shown in notes 13 & 14. All balances are interest free and repayable on demand.

During the year key management personnel remuneration of £370,913 (2022: £365,299) was paid.

During the year the company obtained legal services from a firm of solicitors in which one of the charity's trustees is a partner. The transaction was conducted on an arm's length basis for a total consideration of £15,891 (2022: £10,565). Due process and declaration of interests was followed.

There are no further related party transactions that require to be disclosed.

**22. INDEMNITY INSURANCE**

The company's insurance premiums include indemnity insurance to protect both the Charity and the Trustees.