

Registered number: 02640936  
Charity number: 1004087

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**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**CONTENTS**

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	Page
<b>Reference and Administrative Details of the Charity, its Trustees and Advisers</b>	1 - 2
<b>Trustees' Report</b>	3 - 12
<b>Independent Auditors' Report on the Financial Statements</b>	13 - 17
<b>Consolidated Statement of Financial Activities</b>	18
<b>Consolidated Balance Sheet</b>	19 - 20
<b>Charity Balance Sheet</b>	21 - 22
<b>Consolidated Statement of Cash Flows</b>	23
<b>Notes to the Financial Statements</b>	24 - 50

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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<b>Trustees</b>	S C Alton J P Beaty (resigned 10 July 2024) G Clipson MBE (resigned 31 January 2025) P A Eeles (resigned 8 April 2025) V A Hancock (resigned 18 October 2024) J Smith, Chair Y Y Mellor (resigned 18 November 2024) A G Stott (resigned 10 January 2025) L J Tildsley (resigned 23 April 2024) T Hamilton-Dick (resigned 15 September 2023) L D Probert (resigned 20 October 2023) E A Barrett OBE (appointed 23 April 2024) Y Koursis OBE (appointed 23 April 2024) K J Merry (appointed 23 April 2024) R J Nicholls (appointed 23 April 2024) D Poole (appointed 23 April 2024) Dr R J Gater (appointed 23 April 2024, resigned 30 October 2024) Dr G Scott (appointed 7 February 2025) J F Scorer (appointed 7 February 2025)
<b>Company registered number</b>	02640936
<b>Charity registered number</b>	1004087
<b>Registered office</b>	Robins Wood House Robins Wood Road Aspley Nottingham NG8 3NH
<b>Company Secretary</b>	S Nouman (appointed 26 March 2025) T De'Ath (appointed 7 December 2023, resigned 26 March 2025) S Feneley-Lamb (resigned 7 December 2023)
<b>Key management</b>	Interim Chief Executive: Y Mellor
<b>Independent auditors</b>	Streets Audit LLP Tower House Lucy Tower Street Lincoln LN1 1XW
<b>Bankers</b>	Natwest 536 Valley Road Nottingham NG5 1FL

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Solicitors**                      Bates Wells  
    10 Queen Street  
    London  
    EC4R 1BE

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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The Trustees present their annual report together with the audited financial statements of the Charity for the year from year 1 September 2023 to 31 August 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

**Objectives and activities**

**a. Policies and objectives**

The Charity provides a range of service in furtherance of its charitable objective to support "the advancement of skills and education to improve the lives of individuals". These services include:

- awarding and assessment services and qualifications regulated by CCEA (Northern Ireland), Ofqual, Qualification Wales and SQA (Scotland) on a national and international level
- awarding Access to HE Diplomas regulated by the Qualifications Approval Agency (QAA)
- awarding and assessment services for non-regulated skills and education programmes on a national and international level
- delivering end-point-assessment (EPA) services approved and regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual
- the development and delivery of professional development programmes to meet the training needs of teaching and non-teaching staff across the further education sector
- customised training for colleges and training providers developing programmes to support and develop the professionalisation of the further education sector
- delivery of project-based activities to improve individuals' knowledge on labour exploitation and modern slavery
- local, regional and national stakeholder engagement to inform and support policy developments and implementation
- championing social mobility, supporting learners with grants and support through a Foundation

The Charity's strategic aims adopted in support of these objectives are identified by an annual strategic planning process culminating in "Ambition 2025" setting out the strategy and direction of the charity to August 2025. This is supported by an annual process which sets out clear strategic targets for in year achievement. Plans are agreed and monitored by the Board of Trustees.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**Achievements and performance**

**a. Main achievements of the Charity**

**Achievements and performance delivering public benefit**

The Charity is dedicated to making a positive impact on people's lives through education and skills-based training. It is guided by values of ethics, professionalism, teamwork, and a commitment to achieving educational, economic, and social advancement for all. The Charity, through its work, provides financial support to learners, access to professional development programmes, and other initiatives to support teaching, learning, assessment, and governance across the further education sector.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Achievements and performance (continued)**

**Professional Development**

The Charity continues to provide high quality professional development programmes, networks, and conferences all of which aim to support the sector's workforce. The range of services provided is designed to enable the sector, and the staff that work within it, to enhance the lives of young people, adults, and the communities our members and non-members serve.

Professional development events were attended by participants in the UK and internationally. The increasing demand for in-house/bespoke training continues and events were tailored to meet this demand.

The Charity's Conference took place in May 2024. The fully booked event attracted over 300 delegates, including staff from across the further education and skills sector, sponsors and exhibitors. The conference included keynote speeches, panel sessions, workshops, and an exhibition, with a range of speakers sharing their perspectives on the further education and skills sector.

Work to support minority communities also continues in collaboration with the Foreign, Commonwealth and Development Office, Gangmasters and Labour Abuse Authority and the Home Office. This work focuses on increasing awareness within the Romanian community in the UK of their workers' rights under UK law to prevent labour exploitation.

**Skills and Education Group Foundation**

The Charity's Foundation champions social mobility by supporting learners and education providers through grants, advocacy, and recognition. It provides financial support to learners, staff, and providers, with the goal of expanding access to education, accelerating social mobility and building a fairer society. Through the Foundation's Learner Grants, Action Research Grants and Resource and Facilities Grants.

The Foundation's Learner Grant helps individuals to overcome social barriers and advance their skills and education, these grants are for applicants who demonstrate a commitment and willingness to achieve but face financial and/or social adversity.

Grants help provide learners with digital equipment like laptops and tablet devices, transportation costs, educational resources and more. This enables learners to advance in their studies and prevents them from being excluded and at a disadvantage in comparison to their peers.

Action Research Grants up to £6,000 to support action research projects that improve practice, widen learner participation, and increase social inclusion across a breadth of student demographics.

Projects included activities aimed at helping retention of English and maths students of lower socio-economic backgrounds, improving inclusion for learners with special educational needs and disabilities and more.

The Resource and Facilities Grants provide up to £2,000 to deliver material improvements to learning providers. These grants can be used to fund time-limited projects with clear physical outcomes, or to renew or improve resources or facilities. They support applicants in mitigating a problem that is negatively affecting the experience of their learners or the ability of their colleagues to deliver high-quality teaching.

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**SKILLS AND EDUCATION GROUP  
(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**Achievements and performance (continued)**

**Awarding Services**

The Charity's awarding services are delivered through Skills and Education Awards and BIIAB Qualifications Limited (BIIAB). Skills and Education Group Awards is a leading national awarding organisation with a long-established reputation for providing high quality support and services to the education sector regulated by CCEA, Ofqual and Qualifications Wales.

BIIAB is an awarding and end-point assessment organisation of choice for work-based learning providers, employers, and the further education sector with a focus on licence to practice qualifications and the hospitality sector. BIIAB is regulated by CCEA, Ofqual, Qualifications Wales and SQA.

Skills and Education Group Awards portfolio continues to offer qualifications across a range of sectors. All new qualifications are developed in partnership with employers to ensure they meet industry needs and align to new government reforms.

Aside from qualification delivery, Skills and Education Group Awards and BIIAB continue to grow their end-point assessment portfolio.

Skills and Education Group Access continues to have a strong social purpose to recognise achievement, particularly for those who have benefitted least from their educational experiences, through its work it supports the needs of individuals, providers, businesses, and communities by enabling progression into higher education through Access to HE Diplomas.

**b. Fundraising activities and income generation**

The charitable group does not carry out any significant fundraising activities.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Financial review**

**a. Going concern**

At the year end, in light of the Group's operational circumstances, the Trustees considered it necessary to undertake a detailed assessment with external support as to whether the Group and its subsidiary entities can continue to operate for the foreseeable future.

The past year presented significant challenges; however, following appropriate enquiries, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. As a result, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further information on the adoption of the going concern basis is provided in the accounting policies.

This conclusion is supported by the following factors:

- Following the year end, under new leadership, a number of strategic operational and financial decisions have been taken to course-correct and stabilise the Group's activities;
- The organisation is well positioned, with sufficient resources secured and a clear strategic plan in place to mitigate and navigate the challenges ahead;
- The Trustees have reviewed the Group's financial position, including the level of reserves held, post year-end performance, and projected income and expenditure for a period of at least 12 months from the date of approval of these financial statements. Based on these forecasts, which indicate a return to positive EBITDA, the Trustees are confident that the Group remains a going concern.

**b. Reserves policy**

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity and its subsidiary charities
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close and wind-up the charitable Charity's affairs in an orderly manner, when required.

Unrestricted funds at the end of the year were £2,555,049 (2023: £4,794,852), with free reserves which exclude fixed assets and are stated before creditors and liabilities falling due after more than one year in a deficit position of £489,660 (2023: £1,342,713 surplus).

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

<b>Reserve</b>	<b>Purpose</b>	<b>Target Amount</b>
Contingency	<ul style="list-style-type: none"> <li>•Sustain business operations</li> <li>•Cover deficits</li> <li>•Mitigate the risks of unforeseen challenges and/or emergencies</li> <li>•Cover statutory obligations</li> </ul>	£1,400,000
Strategic	<ul style="list-style-type: none"> <li>•Support short, medium and long- term objectives</li> <li>•Support growth</li> <li>•Invest in research and development for new products and services</li> <li>•Infrastructure development to support strategic growth including IT infrastructure and applications</li> </ul>	£500,000
Social Mobility	<ul style="list-style-type: none"> <li>•Re-invest surplus funds to support social mobility and provide public benefit</li> </ul>	£140,000
Designated Pension Fund	<ul style="list-style-type: none"> <li>•Designated fund recognising local government pension scheme deficit</li> </ul>	£Nil - per actuary valuation
Designated Fund - Third Party Contracts	<ul style="list-style-type: none"> <li>•Funds for a designated purposed defined by contractual agreements with third parties (project-based activities)</li> </ul>	£100,000

**c. Material investments policy**

The Charity holds an ethical investment portfolio of listed securities with Brewin Dolphin. The current risk profile is low to moderate which reflects a focus on income over capital growth. The Trustees consider the investment to be long term with an objective to grow the income at least in-line with inflation. At the end of August 2024, the portfolio had a value of £nil, all investments were disposed of during the year. (2023: £353,818).

**d. Principal risks and uncertainties**

Trustees remain aware of the educational and political environment in which the Charity operates and recognise the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections regulations.

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through risk registers; one for each of the subsidiaries within the Group. Risk registers are reviewed and updated by the Senior Leadership Team monthly and further reviewed by Trustees quarterly.

Risk registers are rated on a weighted likelihood and impact scale based on Charity Commission Guidance.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**e. Financial performance and position**

The Charity suffered a significant deficit of £2,239,803 (2023: £76,461 surplus), after taking into account gains and losses on investments, and actuarial losses on the pension scheme liability.

Total income was £6,970,347 (2023: £6,086,650) and total expenditure was £8,723,573 (2023: £5,895,065) and reflects the increased costs during the year of servicing project activities, including the distribution of funds to FE providers enabling them to develop new approaches to teaching, learning and assessment.

Staff costs for the year were £3,726,682 (2023: £3,203,729). Salaries and associated costs remain the primary cost to the Charity.

Net assets at the year end were £2,555,049 compared with £4,794,852 at 31 August 2023.

**Structure, governance and management**

**a. Constitution**

The organisation is a charitable company limited by guarantee, which was set-up on 27 August 1991.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. Its charitable objective is "the advancement of skills and education to improve the lives of individuals".

Skills and Education Group is the parent charitable company of the group, which includes:

- Skills and Education Group Awards, a charitable company limited by guarantee:  
Company Number 04117784  
Charity Number 1086947
- Skills and Education Group Access a charitable company limited by guarantee:  
Company Number 03773914  
Charity Number 1088839
- BIIAB Qualifications Limited, a company limited by shares:  
Company Number 10054831

The Skills and Education Group delivers its products and services through a brand structure that maintains and protects the profile and reputation of the Charities/companies within its structure.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Structure, governance and management (continued)**

**b. Methods of appointment or election of Trustees**

There was ten changes to the Board during the year:

- J P Beaty resigned on 10 July 2024
- V A Hancock resigned on 18 October 2024
- L J Tildsley resigned on 23 April 2024
- T Hamilton - Dick resigned on 15 September 2023
- L D Probert resigned on 20 October 2023
- E A Barrett appointed on 23 April 2024
- Y Koursis appointed on 23 April 2024
- K J Merry appointed on 23 April 2024
- R J Nicholls appointed on 23 April 2024
- D Poole appointed on 23 April 2024

Trustees are recruited in accordance with the Articles of Association (revised, adopted 12 October 2021) section 18 – 21 which covers elected, co-opted, and subsidiary representative Directors.

All newly appointed Trustees complete a skills audit to ensure a balance of skills, knowledge, and experiences to support the development of the Charity. Trustee recruitment reflects ongoing and future skills and knowledge needs.

**c. Organisational structure and decision-making policies**

The Board of Trustees meets four times a year. Trustees:

- support the Chief Executive and Senior Leadership Team (SLT) to determine the strategic direction of the Charity and review annual strategic plans, business plans and Key Performance Indicators.
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed.

The Chairs and Chief Executive meet four times a year, which enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the Charity, Skills and Education Group Access, Skills and Education Group Awards and BIIAB Qualifications Limited are members of this Group.

The Group meets ahead of quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the Chief Executive and the Senior Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the Group structure
- performance against strategic and business plans the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider.

The Chief Executive is a Trustee of the Skills and Education Group, an appointment made under article 20 of the Skills and Education Group Articles.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Structure, governance and management (continued)**

Day-to-day management of the Charity is delegated to the Chief Executive who is supported by a Deputy Chief Executive.

The Executive is supported by a Senior Leadership Team (SLT), who support the Chief Executive and Deputy Chief Executive with operational and strategic matters. The Senior Leadership Team meets on a weekly basis, with an extended monthly meeting which focuses on overall Group strategy, finance, and HR matters.

A Senior Management Team (SMT) in addition to SLT meets monthly focusing on operational and departmental matters across the Group. The SMT is chaired by the Deputy Chief Executive and comprises of all SLT members, and Heads of services and functions from across the Skills and Education Group.

In addition to SMT, a monthly Scrutiny Group is held. This meeting is attended by the Executive and SLT. The meeting is chaired by the Deputy Chief Executive and is used to formerly review regulatory needs across all awarding functions within the Group.

The Deputy Chief Executive acts as the Data Protection Officer across the Group and is supported by members of the Senior Leadership Team.

**d. Policies adopted for the induction and training of Trustees**

Newly appointed Trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House where there is an opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees also complete a declaration of interest record and skills audit on appointment. Declarations are noted on the Register which is reviewed and updated on an annual basis. Trustees are also asked to state any interests at the start of each Board meeting.

**e. Pay policy for key management personnel**

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiaries. The Chief Executive determines the remuneration for all staff, including the Deputy Chief Executive and Senior Leadership Team.

All annual cost of living pay awards for staff are subject to recommendation to and approval of the Board of Trustees.

**f. Financial risk management**

The Trustees have assessed the major risks to which the Group and the Charity are exposed, in particular those related to the operations and finances of the Group and the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Plans for future periods**

Trustees continue to support "Ambition 2025", challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a strategic plan that articulates ten key priorities that will take the Charity forward. This redefined the Charity's purpose, mission, and vision to reflect the expanded Group and the services that this now provides:

**Purpose:**

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment.

**Mission:**

The advancement of skills and education to improve the lives of individuals.

**Vision:**

To provide high-quality services centred on collaboration, responsiveness, and diversity, supporting our members and customers to positively impact on the learners, communities, and sectors they serve to achieve their full potential, no matter what their age, background or ability.

The plans set annual key performance indicators in the context of a longer-term objectives:

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group's Foundation
- Raise awareness of the charities work, through its Foundation, in widening participation and social mobility
- Grow the number of learners benefiting from a certificate form at least one of the charity's awarding brands
- Grow the collective awarding share
- Ensure that a surplus is generated
- Explore international opportunities
- Ensure good staff engagement and satisfaction.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report 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. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity 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 Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Disclosure of information to auditors**

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Approved by order of the members of the board of Trustees on  
and signed on their behalf by:



**J Smith**  
(Chair of Trustees)

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.7 Intangible assets and amortisation**

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Amortisation is provided on the following bases:

Development expenditure	-	% not depreciated
Website	-	25 % straight line
Bespoke software	-	20 % straight line
Goodwill	-	10 % straight line

**2.8 Tangible fixed assets and depreciation**

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Property	-	1-15% straight line
Fixtures and fittings	-	10-25% straight line
Office equipment	-	20-33% straight line
Computer equipment	-	20-33% straight line
Other fixed assets	-	5-10% straight line

**2.9 Investments**

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.3 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

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

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

**2.5 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated Statement of Financial Activities.

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. General information**

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Its aim is the advancement of the education and training of young people and adults. Each of the Trustees is liable to contribute to an amount not exceeding £1 towards the assets of the parent charitable company in the event of liquidation.

The financial statements are prepared in pound sterling which is the functional currency of the entity.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Skills and Education Group meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

**2.2 Going concern**

The financial statements have been prepared on a going concern basis. At the year end, the Group reported net current liabilities of £179,660, which necessitated a detailed assessment by the Trustees with external support as to whether the Group and its subsidiary entities can continue to operate for the foreseeable future.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. While the past year has presented significant challenges which did give rise to material uncertainties, the organisation is showing positive signs of recovery. Under new leadership, a number of strategic operational and financial decisions have been taken to course-correct and stabilise the Group's activities. The organisation is well positioned, with sufficient resources and a clear strategic plan, to mitigate and navigate these challenges.

The Trustees have reviewed the Group's financial position, including the level of funds held, post year-end results, and the projected income and expenditure for a period of at least 12 months from the date of approving these financial statements. Based on these forecasts, which indicate a return to positive EBITDA, the Trustees are confident that the Group remains a going concern.

For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	2024 £	2023 £
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>(541,055)</b>	458,535
<b>Cash flows from investing activities</b>		
Dividends, interests and rents from investments	14,863	18,282
Purchase of intangible assets	(733,548)	(379,665)
Purchase of tangible fixed assets	(105,210)	(269,921)
Proceeds from sale of investments	383,796	76,518
Purchase of investments	(31,849)	(78,700)
<b>Net cash used in investing activities</b>	<b>(471,948)</b>	<b>(633,486)</b>
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	-	-
<b>Change in cash and cash equivalents in the year</b>	<b>(1,013,003)</b>	<b>(174,951)</b>
Cash and cash equivalents at the beginning of the year	1,273,878	1,448,829
<b>Cash and cash equivalents at the end of the year</b>	<b>260,875</b>	<b>1,273,878</b>

The notes on pages 24 to 50 form part of these financial statements

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

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	Note	2024 £	2023 £
<b>Charity funds</b>			
Restricted funds	21	-	-
Unrestricted funds	21	<b>1,866,156</b>	<b>2,474,218</b>
<b>Total funds</b>		<b><u>1,866,156</u></b>	<b><u>2,474,218</u></b>

The Charity's net movement in funds for the year was £(608,062) (2023 - £611,292).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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



**J Smith**  
(Chair of Trustees)

The notes on pages 24 to 50 form part of these financial statements.

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

**CHARITY BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	14	139,581	96,613
Tangible assets	15	1,283,974	1,264,542
Investments	16	1,712,936	1,724,312
		<u>3,136,491</u>	<u>3,085,467</u>
<b>Current assets</b>			
Debtors	18	1,123,310	935,067
Cash at bank and in hand		5,459	44,254
		<u>1,128,769</u>	<u>979,321</u>
Creditors: amounts falling due within one year	19	(1,911,834)	(1,320,900)
<b>Net current liabilities</b>		<u>(783,065)</u>	<u>(341,579)</u>
<b>Total assets less current liabilities</b>		<u>2,353,426</u>	<u>2,743,888</u>
Creditors: amounts falling due after more than one year	20	(487,270)	(269,670)
<b>Net assets excluding pension asset</b>		<u>1,866,156</u>	<u>2,474,218</u>
<b>Total net assets</b>		<u><u>1,866,156</u></u>	<u><u>2,474,218</u></u>

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

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**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

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	Note	2024 £	2023 £
<b>Charity funds</b>			
Restricted funds	21	-	-
Unrestricted funds	21	2,555,049	4,794,852
<b>Total funds</b>		<u>2,555,049</u>	<u>4,794,852</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

  
.....  
**J Smith**  
(Chair of Trustees)

The notes on pages 24 to 50 form part of these financial statements.

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	14	1,934,282	1,577,582
Tangible assets	15	1,887,697	1,889,280
Investments	16	-	351,947
		<u>3,821,979</u>	<u>3,818,809</u>
<b>Current assets</b>			
Stocks	17	29,573	113,900
Debtors	18	1,355,707	1,222,129
Cash at bank and in hand		260,875	1,273,878
		<u>1,646,155</u>	<u>2,609,907</u>
Creditors: amounts falling due within one year	19	(1,825,815)	(1,267,194)
<b>Net current liabilities / assets</b>		<u>(179,660)</u>	<u>1,342,713</u>
<b>Total assets less current liabilities</b>		<u>3,642,319</u>	<u>5,161,522</u>
Creditors: amounts falling due after more than one year	20	(487,270)	(269,670)
<b>Net assets excluding pension liability</b>		<u>3,155,049</u>	<u>4,891,852</u>
Defined benefit pension scheme liability		(600,000)	(97,000)
<b>Total net assets</b>		<u><u>2,555,049</u></u>	<u><u>4,794,852</u></u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>				
Charitable activities	4	3,721,001	3,721,001	3,151,534
Other trading activities	5	3,162,229	3,162,229	2,876,349
Investments	6	14,863	14,863	18,282
Other income	7	72,254	72,254	40,485
<b>Total income</b>		<b>6,970,347</b>	<b>6,970,347</b>	<b>6,086,650</b>
<b>Expenditure on:</b>				
Raising funds		3,772,107	3,772,107	2,641,879
Charitable activities	9	4,951,466	4,951,466	3,253,186
<b>Total expenditure</b>		<b>8,723,573</b>	<b>8,723,573</b>	<b>5,895,065</b>
<b>Net (expenditure)/income before net gains/(losses) on investments</b>		<b>(1,753,226)</b>	<b>(1,753,226)</b>	<b>191,585</b>
Net gains/(losses) on investments		16,423	16,423	(15,124)
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(1,736,803)</b>	<b>(1,736,803)</b>	<b>176,461</b>
<b>Other recognised gains/(losses):</b>				
Derecognition of pension asset		-	-	70,000
Actuarial gains/(losses) on defined benefit pension scheme liability		(503,000)	(503,000)	(170,000)
<b>Net movement in funds</b>		<b>(2,239,803)</b>	<b>(2,239,803)</b>	<b>76,461</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		4,794,852	4,794,852	4,718,391
Net movement in funds		(2,239,803)	(2,239,803)	76,461
<b>Total funds carried forward</b>		<b>2,555,049</b>	<b>2,555,049</b>	<b>4,794,852</b>

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 24 to 50 form part of these financial statements.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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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 Auditors' Report.

**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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Robert Anderson BSc FCA (Senior Statutory Auditor)**

for and on behalf of

**Streets Audit LLP**

Tower House

Lucy Tower Street

Lincoln

LN1 1XW

Date:

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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

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

- 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 company and sector in which it operates;
- 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, Charities Act 2011, Ofqual and Qualifications Wales regulations, Council for the Curriculum, Examinations & Assessment (CCEA) regulations, employment law, General Data Protection Regulation (GDPR), Health & Safety and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; 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.

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 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; and
- enquiring of management as to actual and potential litigation and claims.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, 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 Group's and the parent 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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

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

In the light of our 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 Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 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.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**

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**Opinion**

We have audited the financial statements of Skills and Education Group (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, 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 of the parent charitable company's affairs as at 31 August 2024 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 Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the 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 Group's or the parent 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.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.10 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**2.11 Debtors**

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

**2.12 Cash at bank and in hand**

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

**2.13 Liabilities**

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

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

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

**2.14 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.15 Pensions**

A charitable company within the group (Skills and Education Group Access) previously contributed to the West Yorkshire Pension Scheme (WYPS), a defined benefit scheme, at rates set by the scheme's actuaries. The charity is no longer an active member of the scheme, and therefore a provision for the orphan exit charge from the pension scheme is recognised in these financial statements.

The charity also contributes to defined contribution schemes for certain employees all of which are separately administered from the charity and the charge recognised in the Statement of Financial Activities.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Accounting policies (continued)**

**2.16 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the WYPS defined liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net costs or income for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the liability.

**4. Income from charitable activities**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Learner recognition	2,933,668	<b>2,933,668</b>	2,679,318
Access to HE	388,066	<b>388,066</b>	252,280
Project, membership and CPD	399,267	<b>399,267</b>	219,936
<b>Total 2024</b>	<u>3,721,001</u>	<u><b>3,721,001</b></u>	<u>3,151,534</u>
<i>Total 2023</i>	<u>3,151,534</u>	<u>3,151,534</u>	

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**5. Income from other trading activities**

**Income from non charitable trading activities**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from trading subsidiaries	3,162,229	<b>3,162,229</b>	2,876,349
<i>Total 2023</i>	<u>2,876,349</u>	<u>2,876,349</u>	

**6. Investment income**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Dividends receivable from listed investments	9,691	<b>9,691</b>	13,507
Interest receivable - local cash	2,833	<b>2,833</b>	4,775
Interest receivable - other	2,339	<b>2,339</b>	-
<b>Total 2024</b>	<u>14,863</u>	<u><b>14,863</b></u>	<u>18,282</u>
<i>Total 2023</i>	<u>18,282</u>	<u>18,282</u>	

**7. Other incoming resources**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Lettings, admin fees and other income	72,254	<b>72,254</b>	40,485
<i>Total 2023</i>	<u>40,485</u>	<u>40,485</u>	

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**8. Expenditure on raising funds**

	2024 £	2023 £
Cost of sales - BIIAB	449,732	445,744
Cost of sales - QLS	-	8,609
Administration expenses - BIIAB	1,740,207	984,055
Administration expenses - QLS	-	72,391
Depreciation - BIIAB	1,558	1,294
Salary recharges - BIIAB	1,580,610	1,066,081
Salary recharges - QLS	-	63,705
	<b>3,772,107</b>	<b>2,641,879</b>

**9. Analysis of expenditure on charitable activities**

**Summary by fund type**

	Unrestricted funds 2024 £	Total 2024 £	Total 2023 £
Learner recognition	3,504,807	3,504,807	2,734,419
Access to HE	746,865	746,865	359,097
Project, membership and CPD	699,794	699,794	159,670
<b>Total 2024</b>	<b>4,951,466</b>	<b>4,951,466</b>	<b>3,253,186</b>
<i>Total 2023</i>	<i>3,253,186</i>	<i>3,253,186</i>	

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Learner recognition	1,125,296	2,379,511	3,504,807	2,734,419
Access to HE	280,341	466,524	746,865	359,097
Project, membership and CPD	257,239	442,555	699,794	159,670
<b>Total 2024</b>	<b>1,662,876</b>	<b>3,288,590</b>	<b>4,951,466</b>	<b>3,253,186</b>
<i>Total 2023</i>	<i>1,176,433</i>	<i>2,076,753</i>	<i>3,253,186</i>	

**Analysis of direct costs**

	Learner recognition 2024 £	Access to HE 2024 £	Project, membership and CPD 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	642,967	153,953	92,692	889,612	611,109
Moderator and examiner costs	262,037	89,339	-	351,376	306,588
Centre costs	24,065	-	-	24,065	9,653
CPD and project expenses	-	-	164,547	164,547	48,301
Certificates	85,157	-	-	85,157	64,245
QAA registration	-	37,049	-	37,049	33,310
Foundation activities	111,070	-	-	111,070	103,227
<b>Total 2024</b>	<b>1,125,296</b>	<b>280,341</b>	<b>257,239</b>	<b>1,662,876</b>	<b>1,176,433</b>
<i>Total 2023</i>	<i>960,288</i>	<i>159,372</i>	<i>56,773</i>	<i>1,176,433</i>	

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	Learner recognition 2024 £	Access to HE 2024 £	Project, membership and CPD 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	964,451	230,930	139,038	1,334,419	913,664
Depreciation	236,769	49,867	72,959	359,595	227,864
Bad debt	27,979	52,834	-	80,813	65
Other staff costs	302,358	21,933	24,742	349,033	267,382
Qualification development	80,157	-	6,876	87,033	28,835
Administration	94,888	8,162	1,301	104,351	85,830
Communications and marketing	131,261	21,303	17,055	169,619	136,353
Donations	58,721	-	8,778	67,499	18,176
Premises	29,789	17,424	1,291	48,504	102,699
ICT costs	201,622	36,715	5,331	243,668	159,367
Professional fees	169,033	17,416	12,805	199,254	43,389
Bank charges	7,818	368	1,641	9,827	15,478
Irrecoverable VAT	50,208	4,556	147,815	202,579	65,015
Governance costs	24,457	5,016	2,923	32,396	12,636
<b>Total 2024</b>	<b>2,379,511</b>	<b>466,524</b>	<b>442,555</b>	<b>3,288,590</b>	<b>2,076,753</b>
<i>Total 2023</i>	<i>1,774,131</i>	<i>199,725</i>	<i>102,897</i>	<i>2,076,753</i>	

**11. Auditors' remuneration**

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	24,000	24,000

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**12. Staff costs**

	<b>Group - 2024</b>	<i>Group- 2023</i>
	<b>£</b>	<b>£</b>
Wages and salaries costs	<b>3,160,437</b>	2,688,826
Social security costs	<b>322,837</b>	249,269
Pension costs	<b>243,408</b>	265,634
	<b>3,726,682</b>	<i>3,203,729</i>
	<b>3,726,682</b>	<i>3,203,729</i>

During the year a total of £50,963 (2023: £Nil) was paid in respect of contractual termination and redundancy payments, relating to 8 employees (2023: Nil).

During the year a further £2,506 (2023: £2,506) was paid in respect of contractual termination payments which represent an ongoing annual cost to the parent charitable company in perpetuity until the death of individual's covered within this payment. This arrangement was in place prior to any of the current trustees serving on the board.

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

	<b>Group - 2024</b>	<i>Group - 2023</i>
	<b>£</b>	<b>£</b>
Charitable activities	<b>60</b>	53
Administration	<b>23</b>	12
Management	<b>13</b>	13
	<b>96</b>	<i>78</i>
	<b>96</b>	<i>78</i>

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

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<b>£</b>
In the band £60,001 - £70,000	<b>3</b>	-
In the band £70,001 - £80,000	-	2
In the band £90,001 - £100,000	<b>1</b>	-
In the band £140,001 - £150,000	-	1
In the band £150,001 - £160,000	<b>1</b>	-
	<b>1</b>	-
	<b>1</b>	-

The total remuneration and benefits received by key management personnel was £377,684 (2023: £377,922). The trustees consider the key management personnel to be the Chief Executive Officer, Deputy Chief Executive Officer and Chief Operating Officer.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**13. Trustees' remuneration and expenses**

During the year, one or more Trustees has been paid remuneration or has received other benefits from an employment with the Charity for their role as Chief Executive Officer. The value of Trustees' remuneration and other benefits was as follows:

		2024	2023
		£	£
P A Eeles	Remuneration	157,357	144,003
	Pension contributions paid	30,391	29,543

During the year, retirement benefits were accruing to 1 Trustees (2023 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2024, travel and accommodation expenses totalling £1,657 were reimbursed or paid directly to 2 Trustees of the charitable group (2023 - £3,721 to 11 Trustees).

Included in the above were travel, accommodation and subsistence expenses reimbursed to 2 trustees of the parent charitable company totalling £1,657 (2023: £2,151 to 5 Trustees).

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**14. Intangible assets**

**Group**

	Developm't £	Bespoke software £	Website £	Goodwill £	Total £
<b>Cost</b>					
At 1 September 2023	406,441	40,214	374,993	1,232,970	2,054,618
Additions	183,975	17,863	155,478	376,232	733,548
Disposals	(113,473)	-	-	-	(113,473)
At 31 August 2024	<u>476,943</u>	<u>58,077</u>	<u>530,471</u>	<u>1,609,202</u>	<u>2,674,693</u>
<b>Amortisation</b>					
At 1 September 2023	18,070	10,173	243,435	205,358	477,036
Charge for the year	84,442	9,840	62,993	123,297	280,572
At 31 August 2024	<u>85,315</u>	<u>20,013</u>	<u>306,428</u>	<u>328,655</u>	<u>740,411</u>
<b>Net book value</b>					
At 31 August 2024	<u>391,628</u>	<u>38,064</u>	<u>224,043</u>	<u>1,280,547</u>	<u>1,934,282</u>
At 31 August 2023	<u>388,371</u>	<u>30,041</u>	<u>131,558</u>	<u>1,027,612</u>	<u>1,577,582</u>

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**14. Intangible assets (continued)**

**Charity**

	<b>Bespoke software £</b>	<b>Website £</b>	<b>Total £</b>
<b>Cost</b>			
At 1 September 2023	17,189	189,084	206,273
Additions	1,178	83,377	84,555
At 31 August 2024	<u>18,367</u>	<u>272,461</u>	<u>290,828</u>
<b>Amortisation</b>			
At 1 September 2023	1,284	108,376	109,660
Charge for the year	3,555	38,032	41,587
At 31 August 2024	<u>4,839</u>	<u>146,408</u>	<u>151,247</u>
<b>Net book value</b>			
At 31 August 2024	<u>13,528</u>	<u>126,053</u>	<u>139,581</u>
At 31 August 2023	<u>15,905</u>	<u>80,708</u>	<u>96,613</u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15. Tangible fixed assets**

**Group**

	Property £	Fixtures and fittings £	Office equipment £	Computer equipment £	Prefab'd building £	Total £
<b>Cost or valuation</b>						
At 1 September 2023	2,596,200	473,668	12,354	317,222	15,842	3,415,286
Additions	-	63,319	475	41,416	-	105,210
At 31 August 2024	<u>2,596,200</u>	<u>536,987</u>	<u>12,829</u>	<u>358,638</u>	<u>15,842</u>	<u>3,520,496</u>
<b>Depreciation</b>						
At 1 September 2023	1,047,977	234,753	6,527	220,907	15,842	1,526,006
Charge for the year	39,886	31,583	1,558	33,766	-	106,793
At 31 August 2024	<u>1,087,863</u>	<u>266,336</u>	<u>8,085</u>	<u>254,673</u>	<u>15,842</u>	<u>1,632,799</u>
<b>Net book value</b>						
At 31 August 2024	<u><u>1,508,337</u></u>	<u><u>270,651</u></u>	<u><u>4,744</u></u>	<u><u>103,965</u></u>	<u><u>-</u></u>	<u><u>1,887,697</u></u>
At 31 August 2023	<u><u>1,548,223</u></u>	<u><u>238,915</u></u>	<u><u>5,827</u></u>	<u><u>96,315</u></u>	<u><u>-</u></u>	<u><u>1,889,280</u></u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15. Tangible fixed assets (continued)**

**Charity**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Prefab'd building £	Total £
<b>Cost or valuation</b>					
At 1 September 2023	1,270,284	447,936	242,964	15,842	1,977,026
Additions	-	63,319	40,941	-	104,260
At 31 August 2024	<u>1,270,284</u>	<u>511,255</u>	<u>283,905</u>	<u>15,842</u>	<u>2,081,286</u>
<b>Depreciation</b>					
At 1 September 2023	329,391	209,334	157,917	15,842	712,484
Charge for the year	23,436	31,527	29,865	-	84,828
At 31 August 2024	<u>352,827</u>	<u>240,861</u>	<u>187,782</u>	<u>15,842</u>	<u>797,312</u>
<b>Net book value</b>					
At 31 August 2024	<u>917,457</u>	<u>270,394</u>	<u>96,123</u>	<u>-</u>	<u>1,283,974</u>
At 31 August 2023	<u>940,893</u>	<u>238,602</u>	<u>85,047</u>	<u>-</u>	<u>1,264,542</u>

**Group**

Property fixed assets consist of freehold property with a net book value of £917,457 (2023: £940,893) and long-term leasehold property with a net book value of £590,880 (2023: £607,330).

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments**

			Listed investments £
At 1 September 2023			351,947
Additions			31,849
Disposals			(383,796)
<b>Net book value</b>			
<i>At 31 August 2023</i>			351,947
	<b>Investments in subsidiary companies £</b>	<b>Listed investments £</b>	<b>Total £</b>
<b>Charity</b>			
<b>Cost or valuation</b>			
At 1 September 2023	1,372,365	351,947	1,724,312
Additions	376,232	31,849	408,081
Disposals	(35,661)	(383,796)	(419,457)
At 31 August 2024	1,712,936	-	1,712,936
<b>Net book value</b>			
At 31 August 2024	1,712,936	-	1,712,936
<i>At 31 August 2023</i>	1,372,365	351,947	1,724,312

Fixed asset investment additions relate to additional costs arising from the acquisition of BIIAB Qualifications Limited.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments (continued)**

**Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Charity registration number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>	<b>Holding</b>
Skills and Education Group Awards	04117784	1086947	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of skills and education	100%
Skills and Education Access	03773914	1088839	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of education learning and training	100%
BIIAB Qualifications Limited	10054831	N/A	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of education learning and training in the hospitality sector	100%
Quality Licence Scheme Limited	10051052	N/A	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Dormant company	100%

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments (continued)**

The financial results of the subsidiaries for the year were:

<b>Names</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Profit/(Loss)/ Surplus/ (Deficit) for the year £</b>	<b>Net assets £</b>
Skills and Education Group Awards	2,903,268	2,764,711	138,557	1,685,468
Skills and Education Access	454,732	(860,944)	(406,212)	(239,611)
BIIAB Qualifications Limited	3,166,778	3,772,107	(605,329)	(322,365)

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**17. Stocks**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>
Finished goods and goods for resale	<b>29,573</b>	<i>113,900</i>

**18. Debtors**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
<b>Due within one year</b>				
Trade debtors	<b>1,034,990</b>	<i>681,458</i>	<b>29,610</b>	<i>26,345</i>
Amounts owed by group undertakings	-	-	<b>938,564</b>	<i>569,051</i>
Other debtors	<b>614</b>	<i>140,237</i>	<b>614</b>	<i>139,259</i>
Called up share capital not paid	<b>2</b>	<i>2</i>	-	-
Prepayments and accrued income	<b>320,101</b>	<i>400,432</i>	<b>154,522</b>	<i>200,412</i>
	<b>1,355,707</b>	<i>1,222,129</i>	<b>1,123,310</b>	<i>935,067</i>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**19. Creditors: Amounts falling due within one year**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Trade creditors	<b>605,581</b>	558,964	<b>158,992</b>	114,442
Amounts owed to group undertakings	-	-	<b>1,432,955</b>	695,887
Other taxation and social security	<b>540,109</b>	206,484	<b>134,349</b>	64,591
Other creditors	<b>135,685</b>	427,073	<b>124,355</b>	425,530
Accruals and deferred income	<b>544,440</b>	74,673	<b>61,183</b>	20,450
	<b>1,825,815</b>	1,267,194	<b>1,911,834</b>	1,320,900
	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Deferred income at 1 September 2023	<b>30,500</b>	75,388	<b>3,215</b>	46,580
Resources deferred during the year	<b>464,032</b>	30,500	<b>38,957</b>	3,215
Amounts released from previous periods	<b>(30,500)</b>	(75,388)	<b>(3,215)</b>	(46,580)
	<b>464,032</b>	30,500	<b>38,957</b>	3,215

Deferred income represents monies received in advance for learner registrations, memberships, annual centre fees, services and projects.

**20. Creditors: Amounts falling due after more than one year**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Other creditors	<b>487,270</b>	269,670	<b>487,270</b>	269,670

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**21. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>					
General funds - charitable company	2,268,861	445,569	(1,274,459)	16,423	1,456,394
Skills and Education Group Awards - post acquisition reserves	1,511,250	2,903,268	(2,764,711)	-	1,649,807
Skills and Education Group Access	766,601	454,732	(860,944)	-	360,389
BIIAB Qualifications Limited - post acquisition reserves	293,788	3,166,778	(3,772,107)	-	(311,541)
Skills and Education Group Access - designated pension reserve	(97,000)	-	-	(503,000)	(600,000)
Quality Licence Scheme Limited	51,352	-	(51,352)	-	-
	<b>4,794,852</b>	<b>6,970,347</b>	<b>(8,723,573)</b>	<b>(486,577)</b>	<b>2,555,049</b>

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**21. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
<b>Unrestricted funds</b>					
General funds - charitable company	1,749,791	920,053	(385,859)	(15,124)	2,268,861
Skills and Education Group Awards - post acquisition reserves	1,660,918	1,996,764	(2,146,432)	-	1,511,250
Skills and Education Group Access	920,605	293,484	(447,488)	-	766,601
BIIAB Qualifications Limited - post acquisition reserves	254,685	2,680,292	(2,641,189)	-	293,788
Skills and Education Group Access - designated pension reserve	-	-	3,000	(100,000)	(97,000)
Quality Licence Scheme Limited	132,392	196,057	(277,097)	-	51,352
	<u>4,718,391</u>	<u>6,086,650</u>	<u>(5,895,065)</u>	<u>(115,124)</u>	<u>4,794,852</u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**22. Summary of funds**

**Summary of funds - current year**

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
General funds	4,794,852	6,970,347	(8,723,573)	(486,577)	2,555,049

**Summary of funds - prior year**

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
General funds	4,718,391	6,086,650	(5,895,065)	(115,124)	4,794,852

**23. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,887,697	1,887,697
Intangible fixed assets	1,934,282	1,934,282
Current assets	1,646,155	1,646,155
Creditors due within one year	(2,135,815)	(2,135,815)
Creditors due in more than one year	(177,270)	(177,270)
Provisions for liabilities and charges	(600,000)	(600,000)
<b>Total</b>	<b>2,555,049</b>	<b>2,555,049</b>

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**23. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	1,889,280	-	1,889,280
Intangible fixed assets	1,577,582	-	1,577,582
Fixed asset investments	351,947	-	351,947
Current assets	2,609,907	-	2,609,907
Creditors due within one year	(1,267,194)	-	(1,267,194)
Creditors due in more than one year	(269,670)	-	(269,670)
Provisions for liabilities and charges	(97,000)	-	(97,000)
<b>Total</b>	<b>4,794,852</b>	<b>-</b>	<b>4,794,852</b>

**24. Reconciliation of net movement in funds to net cash flow from operating activities**

	<i>Group 2024 £</i>	<i>Group 2023 £</i>
Net income/expenditure for the period (as per Statement of Financial Activities)	(1,736,803)	176,461
<b>Adjustments for:</b>		
Depreciation charges	106,793	93,123
Amortisation charges	280,572	151,899
Gains/(losses) on investments	(16,423)	15,124
Dividends, interests and rents from investments	(14,863)	(18,282)
Loss on the disposal of fixed assets	112,699	-
Decrease/(increase) in stocks	84,327	(73,204)
Decrease/(increase) in debtors	(133,578)	184,091
Increase/(decrease) in creditors	776,221	(67,677)
Defined benefit pension scheme FRS102 costs	-	(3,000)
<b>Net cash provided by/(used in) operating activities</b>	<b>(541,055)</b>	<b>458,535</b>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**25. Analysis of cash and cash equivalents**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>
Cash in hand	<b>260,875</b>	<i>1,273,878</i>
<b>Total cash and cash equivalents</b>	<b>260,875</b>	<i>1,273,878</i>

**26. Analysis of changes in net debt**

	<b>At 1 September 2023 £</b>	<b>Cash flows £</b>	<b>At 31 August 2024 £</b>
Cash at bank and in hand	<b>1,273,878</b>	<b>(1,013,003)</b>	<b>260,875</b>
	<b>1,273,878</b>	<b>(1,013,003)</b>	<b>260,875</b>

**27. Pension commitments**

	<b>2024 £</b>	<i>2023 £</i>
Pension buyout liability	<b>600,000</b>	<i>97,000</i>
	<b>600,000</b>	<i>97,000</i>

**West Yorkshire Pension Fund**

Skills and Education Group Access participated in the West Yorkshire Fund (WYPF), a multi-employer defined benefit scheme, until the final member of the scheme ceased in the period to 31 August 2023.

Discussions with West Yorkshire Pension Fund with regards to the potential buyout value are ongoing, with the most recent available valuation of the buyout value provided by WYPF being £600,000 for an orphan exit. This valuation is dated 31 March 2024, and is at present the most reliable valuation available to Trustees for the potential buyout liability.

In addition to negotiations with WYPF, the Trustees are in discussion the pension scheme guarantors, to determine whether some or all of the liability could be subsumed by the remaining 4 guarantors who are actively participating in this process.

The buyout value is included in these accounts at 31 August 2024 as the most reliable estimate of the liability to the charity at the time of signing off the accounts. It is possible that the liability will be much lower than £600,000, or no liability at all if this were to be subsumed by the guarantors.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**28. Operating lease commitments**

The Group and the Charity had no commitments under non-cancellable operating leases at 31 August 2024.

**29. Related party transactions**

**Skills and Education Group Awards**

During the year the charity recharged wages and other costs to its subsidiary, totalling £1,275,485 (2023: £1,228,961). At the year end an amount of £1,432,955 (2022: £695,888) was owed by Skills and Education Group to Skills and Education Group Awards.

**Skills and Education Group Access**

During the year the charity recharged wages and other costs to its subsidiary, totalling £414,970 (2023: £125,016). At the year end an amount of £314,706 was owed by Skills and Education Group Access to Skills and Education Group (2023: £3,876).

**BIIAB Qualifications Limited**

During the year the charity recharged wages and other costs to its subsidiary, totalling £1,580,610 (2023: £1,142,694). At the year end an amount of £623,858 (2023: £431,947) was owed by BIIAB Qualifications Limited to Skills and Education Group.

**A Stott Advisory Services**

A G Stott, a trustee during the year, provided additional advisory services to the Skills and Education Group during the year. Payments of £15,000 (2023: £Nil) were made during the year in relation to these services, with no amounts outstanding at the year end (2023: £Nil).

**Yultan Y Mellor**

Y Y Mellor, a trustee during the year, provided additional consultancy services to the Skills and Education Group during the year. Payments of £23,798 (2023: £Nil) were made during the year in relation to these services, with no amounts outstanding at the year end (2023: £Nil).

**Leicester College**

V Hancock, a trustee until 18 October 2024, is also CEO and Principal of Leicester College. During the year income of £7,530 (2023: £4,875) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £2,860 (2023: £25).

**York College**

L Probert, a trustee until 20 October 2023, is also CEO and Principal of York College. During the year income of £10,726 (2023: £5,500) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £Nil (2023: £Nil).

**Nottingham College**

J Smith, a trustee, is also CEO and Principal of Nottingham College. During the year income of £18,360 (2023: £4,545) was received from the College for the provision of charitable services. There are amounts outstanding at the year end of £3,000 (2023: £240).

**Buxton and Leek College**

J Tildsley, a trustee until 23 April 2024, is also a Principal of Buxton and Leek College. During the year income of £1,920 (2023: £3,800) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £960 (2023: £Nil).

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**29. Related party transactions (continued)**

**Burton and South Derbyshire College**

J Beaty, a trustee until 10 July 2024, is also a Principal of Burton and South Derbyshire College. During the year income of £2,320 (2023: £37) was received from the College for the provision of charitable services, and expenditure of £3,991 (2023: £210) incurred for the same purpose. There are amounts outstanding at the year end of £960 (2023: £Nil).

**Action Housing and Support**

A G Stott, a trustee during the year, is also CEO of Action Housing and Support. During the year income of £6,314 (2023: £8,281) was received for the provision of charitable services. There are amounts outstanding at the year end of £Nil. (2023: £727).

**Bedford College**

Y Koursis, a trustee, is also a director of Bedford College. During the year income of £960 (2023: £Nil) was received for the provision of charitable services, and expenditure of £4,000 (2023: £Nil) incurred for the same purpose. There are amounts outstanding at the year end of £960 (2023: £Nil).

**Inspire Education Group**

R Nicholls, a trustee, is also CEO of Inspire Education Group. During the year income of £13,590 (2023: £Nil) was received for the provision of charitable services. There are amounts outstanding at the year end of £2,060 (2023: £Nil).

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.7 Intangible assets and amortisation**

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Amortisation is provided on the following bases:

Development expenditure	-	% not depreciated
Website	-	25 % straight line
Bespoke software	-	20 % straight line
Goodwill	-	10 % straight line

**2.8 Tangible fixed assets and depreciation**

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Property	-	1-15% straight line
Fixtures and fittings	-	10-25% straight line
Office equipment	-	20-33% straight line
Computer equipment	-	20-33% straight line
Other fixed assets	-	5-10% straight line

**2.9 Investments**

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.3 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.4 Expenditure**

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

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

**2.5 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated Statement of Financial Activities.

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. General information**

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Its aim is the advancement of the education and training of young people and adults. Each of the Trustees is liable to contribute to an amount not exceeding £1 towards the assets of the parent charitable company in the event of liquidation.

The financial statements are prepared in pound sterling which is the functional currency of the entity.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Skills and Education Group meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

**2.2 Going concern**

The financial statements have been prepared on a going concern basis. At the year end, the Group reported net current liabilities of £179,660, which necessitated a detailed assessment by the Trustees with external support as to whether the Group and its subsidiary entities can continue to operate for the foreseeable future.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. While the past year has presented significant challenges which did give rise to material uncertainties, the organisation is showing positive signs of recovery. Under new leadership, a number of strategic operational and financial decisions have been taken to course-correct and stabilise the Group's activities. The organisation is well positioned, with sufficient resources and a clear strategic plan, to mitigate and navigate these challenges.

The Trustees have reviewed the Group's financial position, including the level of funds held, post year-end results, and the projected income and expenditure for a period of at least 12 months from the date of approving these financial statements. Based on these forecasts, which indicate a return to positive EBITDA, the Trustees are confident that the Group remains a going concern.

For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>(541,055)</b>	<b>458,535</b>
<b>Cash flows from investing activities</b>		
Dividends, interests and rents from investments	<b>14,863</b>	<b>18,282</b>
Purchase of intangible assets	<b>(733,548)</b>	<b>(379,665)</b>
Purchase of tangible fixed assets	<b>(105,210)</b>	<b>(269,921)</b>
Proceeds from sale of investments	<b>383,796</b>	<b>76,518</b>
Purchase of investments	<b>(31,849)</b>	<b>(78,700)</b>
<b>Net cash used in investing activities</b>	<b>(471,948)</b>	<b>(633,486)</b>
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the year</b>	<b>(1,013,003)</b>	<b>(174,951)</b>
Cash and cash equivalents at the beginning of the year	<b>1,273,878</b>	<b>1,448,829</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>260,875</b>	<b>1,273,878</b>

The notes on pages 24 to 50 form part of these financial statements

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

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	Note	2024 £	2023 £
<b>Charity funds</b>			
Restricted funds	21	-	-
Unrestricted funds	21	<b>1,866,156</b>	<b>2,474,218</b>
<b>Total funds</b>		<b><u>1,866,156</u></b>	<b><u>2,474,218</u></b>

The Charity's net movement in funds for the year was £(608,062) (2023 - £611,292).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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



**J Smith**  
(Chair of Trustees)

The notes on pages 24 to 50 form part of these financial statements.

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

**CHARITY BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	14	139,581	96,613
Tangible assets	15	1,283,974	1,264,542
Investments	16	1,712,936	1,724,312
		<u>3,136,491</u>	<u>3,085,467</u>
<b>Current assets</b>			
Debtors	18	1,123,310	935,067
Cash at bank and in hand		5,459	44,254
		<u>1,128,769</u>	<u>979,321</u>
Creditors: amounts falling due within one year	19	(1,911,834)	(1,320,900)
<b>Net current liabilities</b>		<u>(783,065)</u>	<u>(341,579)</u>
<b>Total assets less current liabilities</b>		<u>2,353,426</u>	<u>2,743,888</u>
Creditors: amounts falling due after more than one year	20	(487,270)	(269,670)
<b>Net assets excluding pension asset</b>		<u>1,866,156</u>	<u>2,474,218</u>
<b>Total net assets</b>		<u><u>1,866,156</u></u>	<u><u>2,474,218</u></u>

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

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**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

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	Note	2024 £	2023 £
<b>Charity funds</b>			
Restricted funds	21	-	-
Unrestricted funds	21	<b>2,555,049</b>	<b>4,794,852</b>
<b>Total funds</b>		<b><u>2,555,049</u></b>	<b><u>4,794,852</u></b>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

  
.....  
**J Smith**  
(Chair of Trustees)

The notes on pages 24 to 50 form part of these financial statements.

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02640936**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	14	1,934,282	1,577,582
Tangible assets	15	1,887,697	1,889,280
Investments	16	-	351,947
		<u>3,821,979</u>	<u>3,818,809</u>
<b>Current assets</b>			
Stocks	17	29,573	113,900
Debtors	18	1,355,707	1,222,129
Cash at bank and in hand		260,875	1,273,878
		<u>1,646,155</u>	<u>2,609,907</u>
Creditors: amounts falling due within one year	19	(1,825,815)	(1,267,194)
<b>Net current liabilities / assets</b>		<u>(179,660)</u>	<u>1,342,713</u>
<b>Total assets less current liabilities</b>		<u>3,642,319</u>	<u>5,161,522</u>
Creditors: amounts falling due after more than one year	20	(487,270)	(269,670)
<b>Net assets excluding pension liability</b>		<u>3,155,049</u>	<u>4,891,852</u>
Defined benefit pension scheme liability		(600,000)	(97,000)
<b>Total net assets</b>		<u><u>2,555,049</u></u>	<u><u>4,794,852</u></u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>				
Charitable activities	4	3,721,001	3,721,001	3,151,534
Other trading activities	5	3,162,229	3,162,229	2,876,349
Investments	6	14,863	14,863	18,282
Other income	7	72,254	72,254	40,485
<b>Total income</b>		<b>6,970,347</b>	<b>6,970,347</b>	<b>6,086,650</b>
<b>Expenditure on:</b>				
Raising funds		3,772,107	3,772,107	2,641,879
Charitable activities	9	4,951,466	4,951,466	3,253,186
<b>Total expenditure</b>		<b>8,723,573</b>	<b>8,723,573</b>	<b>5,895,065</b>
<b>Net (expenditure)/income before net gains/(losses) on investments</b>		<b>(1,753,226)</b>	<b>(1,753,226)</b>	<b>191,585</b>
Net gains/(losses) on investments		16,423	16,423	(15,124)
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(1,736,803)</b>	<b>(1,736,803)</b>	<b>176,461</b>
<b>Other recognised gains/(losses):</b>				
Derecognition of pension asset		-	-	70,000
Actuarial gains/(losses) on defined benefit pension scheme liability		(503,000)	(503,000)	(170,000)
<b>Net movement in funds</b>		<b>(2,239,803)</b>	<b>(2,239,803)</b>	<b>76,461</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		4,794,852	4,794,852	4,718,391
Net movement in funds		(2,239,803)	(2,239,803)	76,461
<b>Total funds carried forward</b>		<b>2,555,049</b>	<b>2,555,049</b>	<b>4,794,852</b>

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 24 to 50 form part of these financial statements.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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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 Auditors' Report.

**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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Robert Anderson BSc FCA (Senior Statutory Auditor)**

for and on behalf of

**Streets Audit LLP**

Tower House

Lucy Tower Street

Lincoln

LN1 1XW

Date:

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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

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

- 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 company and sector in which it operates;
- 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, Charities Act 2011, Ofqual and Qualifications Wales regulations, Council for the Curriculum, Examinations & Assessment (CCEA) regulations, employment law, General Data Protection Regulation (GDPR), Health & Safety and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; 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.

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 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; and
- enquiring of management as to actual and potential litigation and claims.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, 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 Group's and the parent 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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**  
**(CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

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

In the light of our 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 Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 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.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP**

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**Opinion**

We have audited the financial statements of Skills and Education Group (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, 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 of the parent charitable company's affairs as at 31 August 2024 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 Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the 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 Group's or the parent 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.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**2. Accounting policies (continued)**

**2.10 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**2.11 Debtors**

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

**2.12 Cash at bank and in hand**

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

**2.13 Liabilities**

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

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

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

**2.14 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.15 Pensions**

A charitable company within the group (Skills and Education Group Access) previously contributed to the West Yorkshire Pension Scheme (WYPS), a defined benefit scheme, at rates set by the scheme's actuaries. The charity is no longer an active member of the scheme, and therefore a provision for the orphan exit charge from the pension scheme is recognised in these financial statements.

The charity also contributes to defined contribution schemes for certain employees all of which are separately administered from the charity and the charge recognised in the Statement of Financial Activities.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Accounting policies (continued)**

**2.16 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the WYPS defined liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net costs or income for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the liability.

**4. Income from charitable activities**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Learner recognition	2,933,668	<b>2,933,668</b>	2,679,318
Access to HE	388,066	<b>388,066</b>	252,280
Project, membership and CPD	399,267	<b>399,267</b>	219,936
<b>Total 2024</b>	<u>3,721,001</u>	<u><b>3,721,001</b></u>	<u>3,151,534</u>
<i>Total 2023</i>	<u>3,151,534</u>	<u>3,151,534</u>	

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**5. Income from other trading activities**

**Income from non charitable trading activities**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from trading subsidiaries	3,162,229	<b>3,162,229</b>	2,876,349
<i>Total 2023</i>	<u>2,876,349</u>	<u>2,876,349</u>	

**6. Investment income**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Dividends receivable from listed investments	9,691	<b>9,691</b>	13,507
Interest receivable - local cash	2,833	<b>2,833</b>	4,775
Interest receivable - other	2,339	<b>2,339</b>	-
<b>Total 2024</b>	<u>14,863</u>	<u><b>14,863</b></u>	<u>18,282</u>
<i>Total 2023</i>	<u>18,282</u>	<u>18,282</u>	

**7. Other incoming resources**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Lettings, admin fees and other income	72,254	<b>72,254</b>	40,485
<i>Total 2023</i>	<u>40,485</u>	<u>40,485</u>	

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**8. Expenditure on raising funds**

	2024 £	2023 £
Cost of sales - BIIAB	449,732	445,744
Cost of sales - QLS	-	8,609
Administration expenses - BIIAB	1,740,207	984,055
Administration expenses - QLS	-	72,391
Depreciation - BIIAB	1,558	1,294
Salary recharges - BIIAB	1,580,610	1,066,081
Salary recharges - QLS	-	63,705
	<b>3,772,107</b>	<b>2,641,879</b>

**9. Analysis of expenditure on charitable activities**

**Summary by fund type**

	Unrestricted funds 2024 £	Total 2024 £	Total 2023 £
Learner recognition	3,504,807	3,504,807	2,734,419
Access to HE	746,865	746,865	359,097
Project, membership and CPD	699,794	699,794	159,670
<b>Total 2024</b>	<b>4,951,466</b>	<b>4,951,466</b>	<b>3,253,186</b>
<i>Total 2023</i>	<i>3,253,186</i>	<i>3,253,186</i>	

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Learner recognition	1,125,296	2,379,511	3,504,807	2,734,419
Access to HE	280,341	466,524	746,865	359,097
Project, membership and CPD	257,239	442,555	699,794	159,670
<b>Total 2024</b>	<b>1,662,876</b>	<b>3,288,590</b>	<b>4,951,466</b>	<b>3,253,186</b>
<i>Total 2023</i>	<i>1,176,433</i>	<i>2,076,753</i>	<i>3,253,186</i>	

**Analysis of direct costs**

	Learner recognition 2024 £	Access to HE 2024 £	Project, membership and CPD 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	642,967	153,953	92,692	889,612	611,109
Moderator and examiner costs	262,037	89,339	-	351,376	306,588
Centre costs	24,065	-	-	24,065	9,653
CPD and project expenses	-	-	164,547	164,547	48,301
Certificates	85,157	-	-	85,157	64,245
QAA registration	-	37,049	-	37,049	33,310
Foundation activities	111,070	-	-	111,070	103,227
<b>Total 2024</b>	<b>1,125,296</b>	<b>280,341</b>	<b>257,239</b>	<b>1,662,876</b>	<b>1,176,433</b>
<i>Total 2023</i>	<i>960,288</i>	<i>159,372</i>	<i>56,773</i>	<i>1,176,433</i>	

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	Learner recognition 2024 £	Access to HE 2024 £	Project, membership and CPD 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	964,451	230,930	139,038	1,334,419	913,664
Depreciation	236,769	49,867	72,959	359,595	227,864
Bad debt	27,979	52,834	-	80,813	65
Other staff costs	302,358	21,933	24,742	349,033	267,382
Qualification development	80,157	-	6,876	87,033	28,835
Administration	94,888	8,162	1,301	104,351	85,830
Communications and marketing	131,261	21,303	17,055	169,619	136,353
Donations	58,721	-	8,778	67,499	18,176
Premises	29,789	17,424	1,291	48,504	102,699
ICT costs	201,622	36,715	5,331	243,668	159,367
Professional fees	169,033	17,416	12,805	199,254	43,389
Bank charges	7,818	368	1,641	9,827	15,478
Irrecoverable VAT	50,208	4,556	147,815	202,579	65,015
Governance costs	24,457	5,016	2,923	32,396	12,636
<b>Total 2024</b>	<b>2,379,511</b>	<b>466,524</b>	<b>442,555</b>	<b>3,288,590</b>	<b>2,076,753</b>
<i>Total 2023</i>	<i>1,774,131</i>	<i>199,725</i>	<i>102,897</i>	<i>2,076,753</i>	

**11. Auditors' remuneration**

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	24,000	24,000

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**12. Staff costs**

	<b>Group - 2024</b>	<i>Group- 2023</i>
	<b>£</b>	<b>£</b>
Wages and salaries costs	<b>3,160,437</b>	2,688,826
Social security costs	<b>322,837</b>	249,269
Pension costs	<b>243,408</b>	265,634
	<b>3,726,682</b>	<i>3,203,729</i>
	<b>3,726,682</b>	<i>3,203,729</i>

During the year a total of £50,963 (2023: £Nil) was paid in respect of contractual termination and redundancy payments, relating to 8 employees (2023: Nil).

During the year a further £2,506 (2023: £2,506) was paid in respect of contractual termination payments which represent an ongoing annual cost to the parent charitable company in perpetuity until the death of individual's covered within this payment. This arrangement was in place prior to any of the current trustees serving on the board.

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

	<b>Group - 2024</b>	<i>Group - 2023</i>
	<b>£</b>	<b>£</b>
Charitable activities	<b>60</b>	53
Administration	<b>23</b>	12
Management	<b>13</b>	13
	<b>96</b>	<i>78</i>
	<b>96</b>	<i>78</i>

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

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<b>£</b>
In the band £60,001 - £70,000	<b>3</b>	-
In the band £70,001 - £80,000	-	2
In the band £90,001 - £100,000	<b>1</b>	-
In the band £140,001 - £150,000	-	1
In the band £150,001 - £160,000	<b>1</b>	-
	<b>1</b>	-
	<b>1</b>	-

The total remuneration and benefits received by key management personnel was £377,684 (2023: £377,922). The trustees consider the key management personnel to be the Chief Executive Officer, Deputy Chief Executive Officer and Chief Operating Officer.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**13. Trustees' remuneration and expenses**

During the year, one or more Trustees has been paid remuneration or has received other benefits from an employment with the Charity for their role as Chief Executive Officer. The value of Trustees' remuneration and other benefits was as follows:

		2024	2023
		£	£
P A Eeles	Remuneration	157,357	144,003
	Pension contributions paid	30,391	29,543

During the year, retirement benefits were accruing to 1 Trustees (2023 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2024, travel and accommodation expenses totalling £1,657 were reimbursed or paid directly to 2 Trustees of the charitable group (2023 - £3,721 to 11 Trustees).

Included in the above were travel, accommodation and subsistence expenses reimbursed to 2 trustees of the parent charitable company totalling £1,657 (2023: £2,151 to 5 Trustees).

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**14. Intangible assets**

**Group**

	Developm't £	Bespoke software £	Website £	Goodwill £	Total £
<b>Cost</b>					
At 1 September 2023	406,441	40,214	374,993	1,232,970	2,054,618
Additions	183,975	17,863	155,478	376,232	733,548
Disposals	(113,473)	-	-	-	(113,473)
At 31 August 2024	<u>476,943</u>	<u>58,077</u>	<u>530,471</u>	<u>1,609,202</u>	<u>2,674,693</u>
<b>Amortisation</b>					
At 1 September 2023	18,070	10,173	243,435	205,358	477,036
Charge for the year	84,442	9,840	62,993	123,297	280,572
At 31 August 2024	<u>85,315</u>	<u>20,013</u>	<u>306,428</u>	<u>328,655</u>	<u>740,411</u>
<b>Net book value</b>					
At 31 August 2024	<u>391,628</u>	<u>38,064</u>	<u>224,043</u>	<u>1,280,547</u>	<u>1,934,282</u>
At 31 August 2023	<u>388,371</u>	<u>30,041</u>	<u>131,558</u>	<u>1,027,612</u>	<u>1,577,582</u>

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**14. Intangible assets (continued)**

**Charity**

	<b>Bespoke software £</b>	<b>Website £</b>	<b>Total £</b>
<b>Cost</b>			
At 1 September 2023	17,189	189,084	206,273
Additions	1,178	83,377	84,555
At 31 August 2024	<u>18,367</u>	<u>272,461</u>	<u>290,828</u>
<b>Amortisation</b>			
At 1 September 2023	1,284	108,376	109,660
Charge for the year	3,555	38,032	41,587
At 31 August 2024	<u>4,839</u>	<u>146,408</u>	<u>151,247</u>
<b>Net book value</b>			
At 31 August 2024	<u>13,528</u>	<u>126,053</u>	<u>139,581</u>
At 31 August 2023	<u>15,905</u>	<u>80,708</u>	<u>96,613</u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15. Tangible fixed assets**

**Group**

	Property £	Fixtures and fittings £	Office equipment £	Computer equipment £	Prefab'd building £	Total £
<b>Cost or valuation</b>						
At 1 September 2023	2,596,200	473,668	12,354	317,222	15,842	3,415,286
Additions	-	63,319	475	41,416	-	105,210
At 31 August 2024	<u>2,596,200</u>	<u>536,987</u>	<u>12,829</u>	<u>358,638</u>	<u>15,842</u>	<u>3,520,496</u>
<b>Depreciation</b>						
At 1 September 2023	1,047,977	234,753	6,527	220,907	15,842	1,526,006
Charge for the year	39,886	31,583	1,558	33,766	-	106,793
At 31 August 2024	<u>1,087,863</u>	<u>266,336</u>	<u>8,085</u>	<u>254,673</u>	<u>15,842</u>	<u>1,632,799</u>
<b>Net book value</b>						
At 31 August 2024	<u><u>1,508,337</u></u>	<u><u>270,651</u></u>	<u><u>4,744</u></u>	<u><u>103,965</u></u>	<u><u>-</u></u>	<u><u>1,887,697</u></u>
At 31 August 2023	<u><u>1,548,223</u></u>	<u><u>238,915</u></u>	<u><u>5,827</u></u>	<u><u>96,315</u></u>	<u><u>-</u></u>	<u><u>1,889,280</u></u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15. Tangible fixed assets (continued)**

**Charity**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Prefab'd building £	Total £
<b>Cost or valuation</b>					
At 1 September 2023	1,270,284	447,936	242,964	15,842	1,977,026
Additions	-	63,319	40,941	-	104,260
At 31 August 2024	<u>1,270,284</u>	<u>511,255</u>	<u>283,905</u>	<u>15,842</u>	<u>2,081,286</u>
<b>Depreciation</b>					
At 1 September 2023	329,391	209,334	157,917	15,842	712,484
Charge for the year	23,436	31,527	29,865	-	84,828
At 31 August 2024	<u>352,827</u>	<u>240,861</u>	<u>187,782</u>	<u>15,842</u>	<u>797,312</u>
<b>Net book value</b>					
At 31 August 2024	<u>917,457</u>	<u>270,394</u>	<u>96,123</u>	<u>-</u>	<u>1,283,974</u>
At 31 August 2023	<u>940,893</u>	<u>238,602</u>	<u>85,047</u>	<u>-</u>	<u>1,264,542</u>

**Group**

Property fixed assets consist of freehold property with a net book value of £917,457 (2023: £940,893) and long-term leasehold property with a net book value of £590,880 (2023: £607,330).

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments**

	<b>Listed investments £</b>		
At 1 September 2023			351,947
Additions			31,849
Disposals			(383,796)
<b>Net book value</b>			
<i>At 31 August 2023</i>			351,947
	<b>Investments in subsidiary companies £</b>	<b>Listed investments £</b>	<b>Total £</b>
<b>Charity</b>			
<b>Cost or valuation</b>			
At 1 September 2023	1,372,365	351,947	1,724,312
Additions	376,232	31,849	408,081
Disposals	(35,661)	(383,796)	(419,457)
At 31 August 2024	1,712,936	-	1,712,936
<b>Net book value</b>			
At 31 August 2024	1,712,936	-	1,712,936
<i>At 31 August 2023</i>	1,372,365	351,947	1,724,312

Fixed asset investment additions relate to additional costs arising from the acquisition of BIIAB Qualifications Limited.

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments (continued)**

**Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Charity registration number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>	<b>Holding</b>
Skills and Education Group Awards	04117784	1086947	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of skills and education	100%
Skills and Education Access	03773914	1088839	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of education learning and training	100%
BIIAB Qualifications Limited	10054831	N/A	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Advancement of education learning and training in the hospitality sector	100%
Quality Licence Scheme Limited	10051052	N/A	Robins Wood House, Robins Wood Road, Aspley, Nottingham, NG8 3NH	Dormant company	100%

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**16. Fixed asset investments (continued)**

The financial results of the subsidiaries for the year were:

Names	Income £	Expenditure £	Profit/(Loss)/ Surplus/ (Deficit) for the year £	Net assets £
Skills and Education Group Awards	2,903,268	2,764,711	138,557	1,685,468
Skills and Education Access	454,732	(860,944)	(406,212)	(239,611)
BI/AB Qualifications Limited	3,166,778	3,772,107	(605,329)	(322,365)

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**17. Stocks**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>
Finished goods and goods for resale	<b>29,573</b>	<i>113,900</i>

**18. Debtors**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
<b>Due within one year</b>				
Trade debtors	<b>1,034,990</b>	<i>681,458</i>	<b>29,610</b>	<i>26,345</i>
Amounts owed by group undertakings	<b>-</b>	<i>-</i>	<b>938,564</b>	<i>569,051</i>
Other debtors	<b>614</b>	<i>140,237</i>	<b>614</b>	<i>139,259</i>
Called up share capital not paid	<b>2</b>	<i>2</i>	<b>-</b>	<i>-</i>
Prepayments and accrued income	<b>320,101</b>	<i>400,432</i>	<b>154,522</b>	<i>200,412</i>
	<b>1,355,707</b>	<i>1,222,129</i>	<b>1,123,310</b>	<i>935,067</i>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**19. Creditors: Amounts falling due within one year**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Trade creditors	<b>605,581</b>	558,964	<b>158,992</b>	114,442
Amounts owed to group undertakings	-	-	<b>1,432,955</b>	695,887
Other taxation and social security	<b>540,109</b>	206,484	<b>134,349</b>	64,591
Other creditors	<b>135,685</b>	427,073	<b>124,355</b>	425,530
Accruals and deferred income	<b>544,440</b>	74,673	<b>61,183</b>	20,450
	<b>1,825,815</b>	1,267,194	<b>1,911,834</b>	1,320,900
	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Deferred income at 1 September 2023	<b>30,500</b>	75,388	<b>3,215</b>	46,580
Resources deferred during the year	<b>464,032</b>	30,500	<b>38,957</b>	3,215
Amounts released from previous periods	<b>(30,500)</b>	(75,388)	<b>(3,215)</b>	(46,580)
	<b>464,032</b>	30,500	<b>38,957</b>	3,215

Deferred income represents monies received in advance for learner registrations, memberships, annual centre fees, services and projects.

**20. Creditors: Amounts falling due after more than one year**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>	<b>Charity 2024 £</b>	<i>Charity 2023 £</i>
Other creditors	<b>487,270</b>	269,670	<b>487,270</b>	269,670

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**21. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>					
General funds - charitable company	2,268,861	445,569	(1,274,459)	16,423	1,456,394
Skills and Education Group Awards - post acquisition reserves	1,511,250	2,903,268	(2,764,711)	-	1,649,807
Skills and Education Group Access	766,601	454,732	(860,944)	-	360,389
BIIAB Qualifications Limited - post acquisition reserves	293,788	3,166,778	(3,772,107)	-	(311,541)
Skills and Education Group Access - designated pension reserve	(97,000)	-	-	(503,000)	(600,000)
Quality Licence Scheme Limited	51,352	-	(51,352)	-	-
	<b>4,794,852</b>	<b>6,970,347</b>	<b>(8,723,573)</b>	<b>(486,577)</b>	<b>2,555,049</b>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**21. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 September 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2023</i>
	£	£	£	£	£
<b>Unrestricted funds</b>					
General funds - charitable company	1,749,791	920,053	(385,859)	(15,124)	2,268,861
Skills and Education Group Awards - post acquisition reserves	1,660,918	1,996,764	(2,146,432)	-	1,511,250
Skills and Education Group Access	920,605	293,484	(447,488)	-	766,601
BIIAB Qualifications Limited - post acquisition reserves	254,685	2,680,292	(2,641,189)	-	293,788
Skills and Education Group Access - designated pension reserve	-	-	3,000	(100,000)	(97,000)
Quality Licence Scheme Limited	132,392	196,057	(277,097)	-	51,352
	<u>4,718,391</u>	<u>6,086,650</u>	<u>(5,895,065)</u>	<u>(115,124)</u>	<u>4,794,852</u>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**22. Summary of funds**

**Summary of funds - current year**

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
General funds	4,794,852	6,970,347	(8,723,573)	(486,577)	2,555,049

**Summary of funds - prior year**

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
General funds	4,718,391	6,086,650	(5,895,065)	(115,124)	4,794,852

**23. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,887,697	1,887,697
Intangible fixed assets	1,934,282	1,934,282
Current assets	1,646,155	1,646,155
Creditors due within one year	(2,135,815)	(2,135,815)
Creditors due in more than one year	(177,270)	(177,270)
Provisions for liabilities and charges	(600,000)	(600,000)
<b>Total</b>	<b>2,555,049</b>	<b>2,555,049</b>

**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**23. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	1,889,280	-	1,889,280
Intangible fixed assets	1,577,582	-	1,577,582
Fixed asset investments	351,947	-	351,947
Current assets	2,609,907	-	2,609,907
Creditors due within one year	(1,267,194)	-	(1,267,194)
Creditors due in more than one year	(269,670)	-	(269,670)
Provisions for liabilities and charges	(97,000)	-	(97,000)
<b>Total</b>	<b>4,794,852</b>	<b>-</b>	<b>4,794,852</b>

**24. Reconciliation of net movement in funds to net cash flow from operating activities**

	<i>Group 2024 £</i>	<i>Group 2023 £</i>
Net income/expenditure for the period (as per Statement of Financial Activities)	(1,736,803)	176,461
<b>Adjustments for:</b>		
Depreciation charges	106,793	93,123
Amortisation charges	280,572	151,899
Gains/(losses) on investments	(16,423)	15,124
Dividends, interests and rents from investments	(14,863)	(18,282)
Loss on the disposal of fixed assets	112,699	-
Decrease/(increase) in stocks	84,327	(73,204)
Decrease/(increase) in debtors	(133,578)	184,091
Increase/(decrease) in creditors	776,221	(67,677)
Defined benefit pension scheme FRS102 costs	-	(3,000)
<b>Net cash provided by/(used in) operating activities</b>	<b>(541,055)</b>	<b>458,535</b>

**SKILLS AND EDUCATION GROUP**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**25. Analysis of cash and cash equivalents**

	<b>Group 2024 £</b>	<i>Group 2023 £</i>
Cash in hand	<b>260,875</b>	<i>1,273,878</i>
<b>Total cash and cash equivalents</b>	<b>260,875</b>	<i>1,273,878</i>

**26. Analysis of changes in net debt**

	<b>At 1 September 2023 £</b>	<b>Cash flows £</b>	<b>At 31 August 2024 £</b>
Cash at bank and in hand	<b>1,273,878</b>	<b>(1,013,003)</b>	<b>260,875</b>
	<b>1,273,878</b>	<b>(1,013,003)</b>	<b>260,875</b>

**27. Pension commitments**

	<b>2024 £</b>	<i>2023 £</i>
Pension buyout liability	<b>600,000</b>	<i>97,000</i>
	<b>600,000</b>	<i>97,000</i>

**West Yorkshire Pension Fund**

Skills and Education Group Access participated in the West Yorkshire Fund (WYPF), a multi-employer defined benefit scheme, until the final member of the scheme ceased in the period to 31 August 2023.

Discussions with West Yorkshire Pension Fund with regards to the potential buyout value are ongoing, with the most recent available valuation of the buyout value provided by WYPF being £600,000 for an orphan exit. This valuation is dated 31 March 2024, and is at present the most reliable valuation available to Trustees for the potential buyout liability.

In addition to negotiations with WYPF, the Trustees are in discussion the pension scheme guarantors, to determine whether some or all of the liability could be subsumed by the remaining 4 guarantors who are actively participating in this process.

The buyout value is included in these accounts at 31 August 2024 as the most reliable estimate of the liability to the charity at the time of signing off the accounts. It is possible that the liability will be much lower than £600,000, or no liability at all if this were to be subsumed by the guarantors.

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**28. Operating lease commitments**

The Group and the Charity had no commitments under non-cancellable operating leases at 31 August 2024.

**29. Related party transactions**

**Skills and Education Group Awards**

During the year the charity recharged wages and other costs to its subsidiary, totalling £1,275,485 (2023: £1,228,961). At the year end an amount of £1,432,955 (2022: £695,888) was owed by Skills and Education Group to Skills and Education Group Awards.

**Skills and Education Group Access**

During the year the charity recharged wages and other costs to its subsidiary, totalling £414,970 (2023: £125,016). At the year end an amount of £314,706 was owed by Skills and Education Group Access to Skills and Education Group (2023: £3,876).

**BIIAB Qualifications Limited**

During the year the charity recharged wages and other costs to its subsidiary, totalling £1,580,610 (2023: £1,142,694). At the year end an amount of £623,858 (2023: £431,947) was owed by BIIAB Qualifications Limited to Skills and Education Group.

**A Stott Advisory Services**

A G Stott, a trustee during the year, provided additional advisory services to the Skills and Education Group during the year. Payments of £15,000 (2023: £Nil) were made during the year in relation to these services, with no amounts outstanding at the year end (2023: £Nil).

**Yultan Y Mellor**

Y Y Mellor, a trustee during the year, provided additional consultancy services to the Skills and Education Group during the year. Payments of £23,798 (2023: £Nil) were made during the year in relation to these services, with no amounts outstanding at the year end (2023: £Nil).

**Leicester College**

V Hancock, a trustee until 18 October 2024, is also CEO and Principal of Leicester College. During the year income of £7,530 (2023: £4,875) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £2,860 (2023: £25).

**York College**

L Probert, a trustee until 20 October 2023, is also CEO and Principal of York College. During the year income of £10,726 (2023: £5,500) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £Nil (2023: £Nil).

**Nottingham College**

J Smith, a trustee, is also CEO and Principal of Nottingham College. During the year income of £18,360 (2023: £4,545) was received from the College for the provision of charitable services. There are amounts outstanding at the year end of £3,000 (2023: £240).

**Buxton and Leek College**

J Tildsley, a trustee until 23 April 2024, is also a Principal of Buxton and Leek College. During the year income of £1,920 (2023: £3,800) was received from the College for the provision of charitable services. There were amounts outstanding at the year end of £960 (2023: £Nil).

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**SKILLS AND EDUCATION GROUP**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**29. Related party transactions (continued)**

**Burton and South Derbyshire College**

J Beaty, a trustee until 10 July 2024, is also a Principal of Burton and South Derbyshire College. During the year income of £2,320 (2023: £37) was received from the College for the provision of charitable services, and expenditure of £3,991 (2023: £210) incurred for the same purpose. There are amounts outstanding at the year end of £960 (2023: £Nil).

**Action Housing and Support**

A G Stott, a trustee during the year, is also CEO of Action Housing and Support. During the year income of £6,314 (2023: £8,281) was received for the provision of charitable services. There are amounts outstanding at the year end of £Nil. (2023: £727).

**Bedford College**

Y Koursis, a trustee, is also a director of Bedford College. During the year income of £960 (2023: £Nil) was received for the provision of charitable services, and expenditure of £4,000 (2023: £Nil) incurred for the same purpose. There are amounts outstanding at the year end of £960 (2023: £Nil).

**Inspire Education Group**

R Nicholls, a trustee, is also CEO of Inspire Education Group. During the year income of £13,590 (2023: £Nil) was received for the provision of charitable services. There are amounts outstanding at the year end of £2,060 (2023: £Nil).