Baker Dearing
Educational Trust

Company number: 07390138

Charity number: 1138894

REGISTRAR'S COPY

Baker Dearing Educational Trust

Report and financial statements

For the year ended 31 December 2025

WEDNESDAY

AF3GR8G1

A08 03/06/2026 #117

COMPANIES HOUSE

Griffin Stone Moscrop & Co
CHARTERED ACCOUNTANTS & REGISTERED AUDITORS

Baker Dearing
Educational Trust

Contents

For the year ended 31 December 2025

Reference and administrative details 3

Trustees' annual report 4

Independent auditor's report 11

Statement of financial activities (incorporating an income and expenditure account) 15

Balance sheet 16

Statement of cash flows 17

Notes to the financial statements 18

Griffin Stone Moscrop & Co
CHARTERED ACCOUNTANTS & REGISTERED AUDITORS

Reference and administrative details

For the year ended 31 December 2025

Company number	07390138 – incorporated in the United Kingdom
Charity number	1138894 – registered in England and Wales
Registered office and operational address	2nd Floor, 1, The Sanctuary London SW1P 3JT
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: The Rt Hon Lord Baker of Dorking CH, Life President from 1 January 2025 Stephen Phipson CBE, Chair from 1 January 2025 Clive Barker David Land (Resigned April 2025) Sir Mike Tomlinson CBE (Resigned January 2025) Jim Wade Michael Wright Yvonne Mason (Appointed 1st July 2025) Nischint Kaur Lall (Appointed 1st July 2025) Oswin James Baker (Appointed 1st July 2025) Paul Adrian Birt (Appointed 1st July 2025) Purminder Kaur Gandhu (Appointed 1st July 2025)
Chief Executive	Kate Ambrosi
Bankers	HSBC 16 King Street London WC2E 8JF
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE
Auditor	Griffin Stone Moscrop & Co 21-27 Lamb's Conduit Street Holborn London WC1N 3GS

Trustees' Annual Report

The Trustees present their report and the audited financial statements for the year ended **31 December 2025.**

Reference and Administrative Details

Reference and administrative information set out on page 3 forms part of this report.

The financial statements comply with current statutory requirements, the memorandum and articles of association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Structure, Governance and Management

Legal Structure

The Trust is a charitable company limited by guarantee, incorporated on 28 September 2010 and registered as a charity on 9 November 2010.

It is governed by its memorandum and articles of association.

Charitable Objects

The objects of the charity are to advance the education of children, young people and young adults through technically oriented study at new or existing UTCs colleges, with an emphasis on practical training, business and commerce leading to employment.

Trustee Appointment and Induction

Trustees are appointed by members based on skills, experience, and eligibility. A Nominations Committee convenes as required to discuss and recommend the appointment of Trustees.

New Trustees receive an induction covering governance, strategy, and financial oversight. Ongoing development is supported through briefings and sector engagement.

The members of the company appoint new Trustees. There must be a minimum of three trustees and a maximum of twelve trustees.

Remuneration and Expenses

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Remuneration for key management personnel is reviewed annually by trustees, taking into account performance and inflation.

Related Parties

Details are provided in note 9 of the financial statements.

Objectives and Activities

Public Benefit

The Trustees confirm compliance with the Charity Commission's guidance on public benefit.

Overview

The trust licences and strengthens University Technical Colleges (UTCs), and works with employers, other education providers, and government to provide young people with a high-quality, employer-guided technical education.

Strategy and Vision

The Trust's strategic vision is:

To empower every young person with a high-quality, employer-guided technical education that equips them with the skills, attributes, and opportunities to thrive in life and work.

While continuing to prioritise UTCs, the Trust has expanded its work to meet the needs of a broader range of young people through:

- The Baker Award for Technical Education
- The UTC Sleeve model in mainstream schools (adding a UTC facility to an existing school)
- Partnerships with combined authorities and multi-academy trusts

Activities and Achievements in 2025

- 44 UTCs and 1 UTC Sleeve were operational
- Approval secured for a new UTC in Doncaster
- Development of a new sleeve in Barrow-in-Furness (due to open in September 2026)
- Expansion of the Baker Award, with over 500 completions and over 3,000 registrations

The Trust continued to:

- Support UTC quality and financial sustainability
- Advocate for technical education with government and policymakers

- Facilitate collaboration across the UTC network

In early 2025 the Baker Dearing Education Trust set up Baker Dearing International Limited, with ambitious plans for international growth. However, this required significant investment, and the original structure of a wholly-owned trading subsidiary could not support these plans. To address this, a new structure has been established in which the Baker Dearing Education Trust holds a 30% equity stake in a separate entity, Baker Dearing International Limited (BDI), at no cost. BDI aims to assist governments and educational providers worldwide in designing and implementing employer-led education programs that prepare young people for the workforce. This structure ensures the charity incurs no financial, operational, or reputational risks while retaining ownership of UTC trademarks in new jurisdictions. The Charity's wholly-owned trading subsidiary has been renamed as Baker Dearing Education Consultancy Limited and will provide domestic consultancy services if the opportunity arises.

Impact and Outcomes

The Trustees place significant emphasis on evidencing measurable public benefit. Impact is assessed through programme data, independent research, and longitudinal outcomes.

Educational and Employment Outcomes

Independent research published by Policy Exchange demonstrates that UTCs deliver strong outcomes in progression and employment:

- Students are over two and a half times more likely to enter apprenticeships than the national average
- Year 13 leavers are around 14 percentage points more likely to enter apprenticeships
- Students are more likely to sustain destinations in employment, apprenticeships, or further study
- UTC students are less likely to be NEET than peers in comparable schools

These outcomes demonstrate a strong transition from education into skilled employment.

Addressing the UK Skills Gap

The UK faces significant workforce challenges, with skills shortages affecting a large proportion of vacancies and projected to cost the economy up to £120 billion annually in 2025 (Policy Exchange, 2025).

UTCs play a critical role in addressing this challenge by:

- Delivering education aligned to priority sectors such as engineering, digital, and health
- Producing work-ready young people equipped with technical and professional skills
- Supporting pathways into higher and degree apprenticeships

Social Mobility and Inclusion

UTCs make a significant contribution to social mobility:

- They successfully re-engage young people who may have become disengaged in traditional settings
- They serve higher proportions of disadvantaged students while achieving strong employment outcomes
- They demonstrate particular impact for groups historically underrepresented in education and employment pathways

The trustees consider this impact central to the charity's purpose.

Quality and System-Level Impact

The UTC programme has strengthened significantly in recent years:

- Student numbers have more than doubled since 2018 to over 21,000
- 87% of UTCs are rated 'good' or 'outstanding'
- UTCs outperform comparable schools in securing sustained destinations

The Trust has contributed to this improvement through:

- Quality assurance and licence oversight
- Policy engagement and funding advocacy
- Facilitating collaboration and best practice across the network
- Providing CPD programmes for UTC staff

Employer Engagement and Skills Development

Employer involvement is central to the UTC model:

- Students benefit from project-based learning, work experience, and industry-standard facilities
- Employers help shape curriculum content and delivery
- Students develop both technical expertise and employability skills

This ensures strong alignment between education and labour market needs.

Emerging Impact: Supporting Young People Beyond UTCs

The Trust's newer initiatives are extending impact beyond UTCs:

- The Baker Award recognises employability skills and technical achievement across a wider range of schools
- The UTC Sleeve model enables the expansion of technical education into mainstream settings

- Consultancy work to support mayoral regions to enhance their local provision, improving the relationship between educators and employers, and better preparing young people for life and work.

Summary of Public Benefit

The Trustees are satisfied that the Trust delivers clear and measurable public benefit through:

- Improved progression into skilled employment
- Increased participation in apprenticeships and technical pathways
- Enhanced social mobility outcomes
- Stronger alignment between education and industry in UTCs

Beneficiaries

The charity's main activities focus on the development and support of UTCs and are undertaken to further the Baker Dearing Educational Trust's charitable purposes for the public benefit. The beneficiaries of the services are mainly the UTCs and their students. However, in line with the vision of the Trustees, the number and range of beneficiaries have broadened to include students in other UK schools.

Financial Review

Income

Income is derived from donations, corporate sponsorship, licence subscriptions from UTCs and grants. During the year, the organisation received total income of £1,186,704 (2024: £1,023,710), representing an increase of approximately 15.9% compared to the previous year. The increase in income reflects the continued support of funders, donors and other stakeholders, enabling the organisation to continue delivering its charitable objectives.

Key funders include the Garfield Weston Foundation, the Michael Bishop Foundation, the John Armitage Charitable Trust, the Peter Cundill Foundation, the Gene HAAS Foundation, JCB and Amazon.

Expenditure

Total expenditure for the year amounted to £1,171,286 (2024: £1,261,724), a decrease of approximately 7.2% compared to the prior year. The reduction in expenditure reflects careful cost management alongside continued delivery of the organisation's activities and services.

Reserves

The reserves policy targets a level of free cash reserves held to be sufficient to cover at least a quarter of operating costs, which implies a target reserve level of around £250,000. At the

end of the year, the level of free cash available stood at £370,012 (2024: £356,547). With regard to the balance sheet charity funds, at the end of the year, free reserves stood at £17,721 (2024: £8,985) after recognising the non-cash deferred income adjustment of £352,291 (2024: £347,562).

The income of the charity is dependent on securing additional donations. The charity is confident that its current fundraising programme will generate the necessary funds. In the first half of 2026, Baker Dearing has obtained commitments from three grant-making trusts, and further funding is being pursued from other grant-making trusts, companies and employers who appreciate the value of the UTC programme and the charity's wider vision. If there is a shortfall, the charity is able to reduce operating costs to address the situation. There are no material uncertainties regarding the charity's ability to continue as a going concern.

Going Concern

The trustees are satisfied that the Trust remains a going concern, supported by secured and prospective funding.

Principal Risks

The main risk relates to income unpredictability.

Mitigation includes:

- Diversified fundraising
- Flexible cost structure
- Active financial oversight

Fundraising Statement

The Baker Dearing Educational Trust engages a professional fundraising organisation to support its income generation activities. The Trustees have ensured that any such arrangement complies with relevant fundraising regulations and is subject to a formal agreement, which sets out the standards expected, including adherence to ethical fundraising practices and the protection of vulnerable individuals. The Trustees monitor the performance of the fundraiser on an ongoing basis, including reviewing financial returns and ensuring that fundraising activities align with the charity's values and objectives. No complaints were received regarding the activities of the professional fundraiser during the reporting period.

Plans for Future Periods

Baker Dearing will continue to offer support and guidance to UTCs as needed, focusing on enhancing the quality of education, preparing for inspections, marketing and recruitment, policy development, and financial assistance. Additionally, Baker Dearing will maintain

communication with the Government to ensure that the UTC programme and the technical education provided by UTCs are well-supported and integrated into the educational landscape. The Trust will further assist UTCs and other schools by providing the Baker Award, offering consultancy services, and refining and implementing the Sleeve model.

Trustee Responsibilities

Trustees are responsible for preparing the report and financial statements in accordance with UK law and accounting standards.

They must:

- Apply appropriate accounting policies
- Make reasonable judgements
- Follow the Charities SORP
- Prepare accounts on a going concern basis

They are also responsible for safeguarding assets and preventing fraud.

The trustees confirm that:

- There is no relevant audit information unknown to the auditor
- They have taken all necessary steps to ensure awareness of such information

Members' Guarantee

Members guarantee £1 each. There were 9 members at year end, all of whom are Trustees.

Auditor

Griffin Stone Moscrop & Co were reappointed as auditor during the year.

Approval

Approved by the trustees and signed on their behalf:



Stephen Phipson CBE
Chair Date: 20th May 2026

Independent Auditor's Report to the Members of Baker Dearing Educational Trust

Opinion

We have audited the financial statements of Baker Dearing Educational Trust (the 'charitable company') for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025, and of its 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 auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report.

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

Auditor responsibilities for the audit of the financial statements

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

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

- carrying out substantive checking to support documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the Statement of Financial Activities does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-

audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-forThis description forms part of our auditor's 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed

.....

Robert Smith FCA (Senior Statutory Auditor)

For and on behalf of Griffin Stone Moscrop & Co
Chartered Accountants & Statutory Auditor
21-27 Lamb's Conduit Street
London
WC1N 3GS
Date: 29th May 2026

Baker Dearing Educational Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	3	393,491	135,000	**528,491**	350,000	100,000	450,000
Charitable activities							
- UTC promotion and support	4	624,146	-	**624,146**	563,993	-	563,993
- Non UTC support	4	-	30,000	**30,000**	-	-	-
Other trading activities	5	-	-	-	-	-	-
Investments	6	4,068	-	**4,068**	9,717	-	9,717
Other		-	-	-	-	-	-
Total income		1,021,704	165,000	**1,186,704**	923,710	100,000	1,023,710
Expenditure on:							
Raising funds		79,118	-	**79,118**	2,400	-	2,400
Charitable activities							
- UTC promotion and support		906,446	151,552	**1,057,998**	1,165,705	93,619	1,259,324
- Non UTC support		27,404	6,766	**34,170**	-	-	-
Other		-	-	-	-	-	-
Total expenditure	7	1,012,968	158,318	**1,171,286**	1,168,105	93,619	1,261,724
Net income/(expenditure) for the year		8,736	6,682	**15,418**	(244,395)	6,381	(238,014)
Net gains / (losses) on investments		-	-	-	-	-	-
Net income/(expenditure) for the year and net	17a	8,736	6,682	**15,418**	(244,395)	6,381	(238,014)
Transfers between funds		-	-	-	-	-	-
Net income / (expenditure) before other recognised		8,736	6,682	**15,418**	(244,395)	6,381	(238,014)
Net movement in funds	17a	8,736	6,682	**15,418**	(244,395)	6,381	(238,014)
Reconciliation of funds:							
Total funds brought forward		8,985	87,689	**96,674**	253,380	81,308	334,688
Total funds carried forward		17,721	94,372	**112,092**	8,985	87,689	96,674

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
Movements in funds are disclosed in Note 17 to the financial statements.

Baker Dearing Educational Trust

Balance sheet

Company no. 07390138

As at 31 December 2025

	Note	£	2025 £	£	2024 £
Current assets:					
Debtors	13	54,061		10,040	
Term deposits		6,749		6,492	
Cash at bank and in hand		420,011		506,544	
		480,821		523,076	
Liabilities:					
Creditors: amounts falling due within one year	14	(368,729)		(426,402)	
Total net assets	16a		112,092		96,674
The funds of the charity:	17a				
Restricted income funds			94,372		87,689
Total unrestricted funds			17,721		8,985
Total charity funds			112,092		96,674

Approved by the Trustees on 20th May 2026 and signed on their behalf by



Stephen Phipson
Chairman

Baker Dearing Educational Trust

Statement of cash flows

For the year ended 31 December 2025

	Note	2025		2024	
		£	£	£	£
Net cash provided/(used in) by operating activities	18		(90,345)		(245,425)
Cash flows from investing activities:					
Dividends, interest and rents from investments		4,068		9,717	
Net cash provided by investing activities			4,068		9,717
Net cash provided by / (used in) financing activities			-		-
Change in cash and cash equivalents in the year			(86,277)		(235,708)
Cash and cash equivalents at the beginning of the year			513,037		748,745
Cash and cash equivalents at the end of the year	19		426,760		513,037

1 Accounting policies

a) Statutory information

Baker Dearing Educational Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office is 1, Sanctuary Buildings, London SW1P 3JT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose

Expenditure on charitable activities includes the costs of promoting and supporting UTCs to further the purposes of the charity and their associated support costs

h) Allocation of support and governance costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Governance costs are allocated to the promotion and support of UTCs.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

1 **Accounting policies (continued)**

i) **Debtors**

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

j) **Cash at bank and in hand**

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

k) **Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity 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.

l) **Pensions**

The charity offers a defined contribution scheme for all employees which is auto-enrolment compliant. All pension contributions relate to payments made to individual employees' personal pension plans. Contributions are charged to the statement of financial activities in the year to which they relate. Differences between contributions due and actually paid are shown as either accruals or prepayments in the balance sheet.

2 Detailed comparatives for the statement of financial activities

	Unrestricted £	Restricted £	2024 Total £
Income from:			
Donations and legacies	350,000	100,000	450,000
Charitable activities	563,993	-	563,993
Investments	9,717	-	9,717
Total income	923,710	100,000	1,023,710
Expenditure on:			
Raising funds	2,400	-	2,400
Charitable activities	1,165,705	93,619	1,259,324
Total expenditure	1,168,105	93,619	1,261,724
Net income / expenditure before gains / (losses) on investments	(244,395)	6,381	(238,014)
Net gains / (losses) on investments	-	-	-
Net (expenditure) and net movement in funds	(244,395)	6,381	(238,014)
Transfers between funds	-	-	-
Net income / (expenditure) before other recognised gains and losses	(244,395)	6,381	(238,014)
Total funds brought forward	253,380	81,308	334,688
Total funds carried forward	8,985	87,689	96,674

3 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Gifts	393,491	135,000	**528,491**	450,000
	393,491	135,000	**528,491**	450,000

4 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
UTC promotion and support				
UTC licence fees	512,366	-	512,366	491,833
Other income	111,780	-	111,780	72,160
Non UTC support				
Other income	-	30,000	30,000	-
Total income from charitable activities	624,146	30,000	654,146	563,993

5 Income from other trading activities

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Trading Activity	-	-	-	-
	-	-	-	-

6 Income from investments

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Bank Interest	4,068	-	4,068	9,717
	4,068	-	4,068	9,717

7 Analysis of expenditure

	Charitable activities					
	Cost of raising funds	UTC promotion and support	Non UTC support	Governance costs	2025 Total	2024
	£	£	£	£	£	£
Staff costs (Note 9)	-	375,402		-	**375,402**	**377,127**
Operational & programme management	-	472,982	4,114	25,729	**502,824**	**677,198**
Marketing & events	-	98,444		-	**98,444**	**103,945**
Administration	79,118	85,441	30,056	-	**194,615**	**103,454**
	79,118	1,032,269	34,170	25,729	**1,171,286**	**1,261,724**
Reallocation of:						
Support costs	-	-	-	-	-	-
Governance costs	-	25,729	-	(25,729)	-	-
Total expenditure 2025	**79,118**	**1,057,998**	**34,170**	**-**	**1,171,286**	
Total expenditure 2024	2,400	1,259,323	-	-		1,261,723

7b Analysis of expenditure prior year

	Charitable activities				
	Cost of raising funds	UTC promotion and support	Other	Governance costs	2024 Total
	£	£	£	£	£
Staff costs (Note 9)	-	377,127		-	**377,127**
UTC promotional activities:	-				
Operational & programme management	-	587,068		90,130	**677,198**
Marketing & events	-	103,945		-	**103,945**
Administration	2,400	101,054		-	**103,454**
	2,400	1,169,193	-	90,130	**1,261,723**
Reallocation of:					
Support costs	-	-	-	-	-
Governance costs	-	90,130	-	(90,130)	-
Total expenditure 2024	**2,400**	**1,259,323**	**-**	**-**	**1,261,723**

8 Net incoming/(outgoing) resources for the year

This is stated after charging / crediting:

	2025	2024
	£	£
Auditor's remuneration (excluding VAT):		
Audit	7,500	7,500
Other services	-	-
	7,500	7,500

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	316,298	328,660
Social security costs	42,407	34,079
Employer's contribution to defined contribution pension schemes	10,159	8,004
Other forms of employee benefits	6,538	6,384
	375,402	377,127

The following number of employees received employee benefits in excess of £60,000 (**excluding** employer pension costs and employer national

	2025	2024
	No.	No.
£170,000-£179,999	1	-
£180,000 - £189,999	-	1
	1	1

The aggregate remuneration for key management personnel (**including** employer national insurance contributions and employer pension contributions) is £204,524 (2024: £183,984).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £8,850 (2024:£ 7,971) incurred by 4 (2024: 4) member relating to attendance at meetings of the trustees and development of UTCs.

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Promotion of UTCs	5.0	5.0
	5.0	5.0

11 Related party transactions

From time to time, averaging approximately one day per week, Lord Baker receives secretarial support provided by the Baker Dearing Educational Trust for his personal administrative matters. One fifth of the salary costs for this person amounts to £8,005 (2024: £8,900).

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Debtors

	2025	2024
	£	£
Trade debtors	**39,859**	554
Other debtors	**-**	-
Prepayments	**-**	-
Accrued income and pre-payments	**-**	5,844
VAT	**14,202**	3,642
	54,061	10,040

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**8,938**	32,719
Accruals	**7,500**	35,839
Other taxes and social security	**-**	10,282
Deferred income (note 15)	**352,291**	347,562
	368,729	426,402

15 Deferred income

	Other contractual income	UTC subscriptions	2025	2024
		£	£	£
Balance at the beginning of the year	11,342	336,220	**347,562**	360,275
Amount deferred in the year	-	352,291	**352,291**	347,562
Amount released to income in the year	(11,342)	(336,220)	**(347,562)**	(360,275)
Balance at the end of the year	**-**	**352,291**	**352,291**	347,562

16a Analysis of net assets between funds 2025

	General unrestricted	Restricted	Total
	£	£	£
Net current assets	17,721	94,372	**112,092**
Net assets at the end of the year	**17,721**	**94,372**	**112,092**

16b Analysis of net assets between funds 2024

	General unrestricted	Restricted	Total
	£	£	
Net current assets	8,985	87,689	**96,674**
Net assets at the end of the year	**8,985**	**87,689**	**96,674**

17a Movements in funds (current year)

	At 1 January 2025 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2025 £
Restricted funds:					
	-	-	-	-	-
		-		-	-
Gatsby Charitable Foundation	87,689	-	(99,440)	-	**(11,751)**
Haas Foundation	-	85,000	(2,112)	-	**82,888**
Greater Manchester Combined Authority	-	30,000	(6,766)		**23,234**
Prism Charitable Trust	-	50,000	(50,000)		-
Total restricted funds	**87,689**	**165,000**	**(158,318)**	**-**	**94,371**
Unrestricted funds:					
General funds	8,985	1,021,704	(1,012,968)	-	**17,721**
Total unrestricted funds	**8,985**	**1,021,704**	**(1,012,968)**	**-**	**17,721**
Pension reserve	-	-	-	-	-
Total funds	**96,674**	**1,186,704**	**(1,171,286)**	**-**	**112,092**

Purposes of restricted funds

The Gatsby Charitable Foundation's grant is to support UTCs to engage in national technical education reforms including T Level implementation. In previous years the grant was settled in December, for the current academic year the grant was settled in January 2026.
The Haas Foundation's grant is to support CPD in the UTC network
Greater Manchester Combined Authority have contracted Baker Dearing to support the development of the Mbacc
Prism Charitable Trust's grant is to support research by the Policy Exchange Initiative.

17b Movements in funds (prior year)

	At 1 January 2024 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Gatsby Charitable Foundation	81,308	100,000	(93,619)	-	**87,689**
Total restricted funds	**81,308**	**100,000**	**(93,619)**	**-**	**87,689**
Unrestricted funds:	-	-	-	-	-
General funds	253,380	923,710	(1,168,105)	-	**8,985**
Total unrestricted funds	**253,380**	**923,710**	**(1,168,105)**	**-**	**8,985**
Pension reserve	-	-	-	-	-
Total funds	**334,688**	**1,023,710**	**(1,261,724)**	**-**	**96,674**

Purposes of restricted funds

The Gatsby Charitable Foundation's grant is to support UTCs to engage in national technical education reforms including T Level

18 Reconciliation of income/(expenditure) to net cash flow from operating activities

	2025	2024
	£	£
Net income/(expenditure) for the reporting period (as per statement of financial activities)	**15,418**	(238,014)
Dividends, interest and rent from investments	(4,068)	(9,717)
Decrease/(Increase) in debtors	(44,022)	13,457
Increase/(Decrease) in creditors	(57,673)	(11,151)
Net cash provided by/(used in) operating activities	**(90,345)**	(245,425)

19 Analysis of cash and cash equivalents

	At 1 January 2025	Cash flows	At 31 December 2025
	£	£	£
Cash at bank and in hand	506,544	(86,533)	**420,011**
Notice deposits (short term)	6,492	257	**6,749**
Total cash and cash equivalents	**513,036**	**(86,276)**	**426,760**

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21. Investment in subsidiary company

The charity has a wholly owned investment in Baker Dearing Education Consultancy Limited, incorporated on 18 November 2024, company registration number 16087710 and registered office 1. The Sanctuary London SW1P 3JT. The company has not started trading at the balance sheet date.

22. Pension Commitments

The charity operatesa defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension costs charge represents contributions payable by the charity to the fund and amounts to £10,159 (2024:£8,004). No contributions were payable to the fund at the balance sheet date (2024: the same).