HEDG Chair's Report AGM 6 March 2026

This report covers March 2025 to February 2026

Meetings

Three main meetings were held this year: Spring Meeting, 7 March 2025 (with AGM) online via Zoom; Summer Meeting, Birmingham, 12 June 2025 in person; Autumn Meeting, 14 November 2025 online via Zoom.

Many thanks to the Executive Committee, contributing members and guest speakers for all their hard work delivering this programme of events as well as the other areas of work outlined in this report.

HEDG Administration

HEDG administrative support is provided by Kirsten Guindi, Roz Grimmitt and Flora Hancsicsak, based at the Association of Commonwealth Universities (ACU). Kirsten, Roz & Flora can be contacted via the email address, info@hedg.ac.uk for any queries related to HEDG work.

This year Kirsten, Roz & Flora have continued to offer support HEDG in the following:
Delivering the main meetings & events for all members.
Servicing the meetings of the Executive Committee.
Support with our accounts, member fees and charitable status.

On behalf of all the Executive Committee we are grateful to Kirsten and her colleagues for their work, often unseen, across the year.

Charitable Status

HEDG successfully submitted its annual report for 2023 to the Charities Commission on 7th October 2025.

External invitations to Speak to HEDG

Spring event (7 March 2025)

Sian Bayne, Director, Centre for Research in Digital Education and Assistant Principal Education Futures, University of Edinburgh spoke about Higher Education Futures.

Professor Dilly Fung, Former Pro-Director (Vice President) for Student Education, LSE spoke about her former PVC perspective on the future of academic development.

Summer event (11-12 June 2025)

Maha Bali, Professor of Practice at the Centre for Learning and Teaching at the American University in Cairo spoke about Compassion and Socially Just Care in Educational Development in Times of Uncertainty.

Professor Sam Grogan, PVC (Education and Student Experience) at Loughborough University delivered a workshop on addressing the role of academic developers in preparing academics for an evolving academy in the current climate.

Autumn event (14 Nov 2025)

Professor Jonathan Grant, King Abdulla University of Science and Technology, Saudi Arabia spoke about *The New Power University: the potential for positive change.*

Emeritus Professor Jackie Carter, NTF spoke about *Practitioner, Professor, Researcher, Reformer*.

Hot topics' for HEDG members

A key feature of our meetings is an opportunity for members to discuss 'what's on top'. This provides us with an opportunity to share ideas, experiences, concerns and opportunities for collaboration. Key topics discussed included:

- Leadership resilience (in times of change)
- Drawing strength from our community
- Developing our connections with broader groups

In our summer event we hosted a Padlet asking members a 'Start Stop Continue' question and the feedback was encouraging. Members were supportive of our current activities and suggested new initiatives such as co-coaching and international meet ups. We will take these ideas forward into the coming year. The only comment against what we should stop doing was 'Worrying about doing more' and this is sound advice!

HEDG activities

There have been three main areas of work in the reporting period:

Special Interest Groups

We now have two established SIGs, the first being our AI SIG (**Academic Development in an age of Gen AI**) who documented some early discussions on this Padlet. Over the last year Jane Prichard and Jane Dalton have set up a **HEDG-SoTL SIG**, with some early discussions taking place on this Padlet. If you would like to get involved with the SIGs please contact us (via info@hedg.ac.uk) and we will put you in touch with the SIG leads.

30th Anniversary work

Last year was our 30th anniversary, with us being registered as a CIO (Charitable Incorporated Organisation) on 17th January 2019. We formally recognised our anniversary with a special toast at our summer event and have undertaken a range of activities that will come to fruition this year. Most notable perhaps is the development of a new website that will provide more information and opportunities to engage in our regular activities and an expansion on resources available. We are also working on greater engagement with sector bodies and a refresh of our strategic goals in the coming years.

Constitution
As part of our ongoing work to develop as an organisation and maintain up to date membership practices, we also undertook a first review of our constitution, that was agreed by you, our members last November. This update will enable us to be a more inclusive organisation.

Looking Forward
At our Spring event this year we will focus on the theme of future thinking and collaboration in light of major policy changes and strong calls from Government around collaboration. As part of our day will hear from key speakers who are well placed to comment on future policy perspectives. For our Summer and Autumn meetings we will design our programmes for the day around key topics that are relevant to our membership. As ever, these events will provide our usual safe space to discuss challenges, opportunities and share experiences that are current in our sector. If you have any suggestions for topics that you would like to address, please do contact us so we can integrate them into our programmes.

As part of our ongoing 30th anniversary activities, we will be looking to forge closer ties with other sector bodies such as UUK and HEPI. We will use these opportunities to collaborate and to make sure your voice contributes to ongoing sector developments and opportunities. We will also keep a strong focus on continuing to support our members with the development our new website. We want to grow our website provision such as through providing a greater breath of information and resources and to become more of a focal point for members to connect. By time of the AGM we will have completed the agreement for the website and will convene a task and finish group to ensure its development is informed by member preferences and needs.

HEDG Executive Committee
As set out in our Constitution, Isabel Lucas completed her time as Chair and replaced Paul Chin in the role of Vice Chair, with Paul stepping up to be Chair for 2025-27. Last year we were sad to say goodbye to Sue Mathieson & Alison Nimmo as their time on committee concluded, but we were pleased to say hello to Bobbi Moore & Sarah Wolfenden who took over as new members of the committee.

As Chair this year it has been my privilege to work with such hard working and distinguished colleagues on the Executive. It is worth reminding ourselves that Executive committee members give up their time for free to support the work of HEDG. However, being part of HEDG brings rewards such as working with colleagues on exciting projects and developing your own professional practice. This year we are keen to provide additional opportunities for members to get more directly involved with HEDG projects and we will be in touch in due course about them. So please do consider volunteering for HEDG and working alongside some great colleagues.

Paul Chin
Chair, HEDG
March 2026

HEDG Treasurer's Report AGM 6 March 2026

This report covers January – December 2025

Summary

The HEDG end of calendar year accounts for 2025 (see below in Appendix A) show an operating surplus and a year-on-year increase in net assets held. The in-year surplus (£1998) was down from 2024 largely due to subsidising a number of places at the summer conference 2025. This smaller surplus has however increased our reserves to £31,617.

Update

As with previous years, our member subscriptions are the main source of income to pay for the group's operating costs. Subscriptions remain relatively stable, generating an income of £23,345; following a dip between 2023 and 2024, these were up from 2024 (by £881), despite holding the membership fee steady. This reflects efforts by the Executive Committee to reach out to sector colleagues and encourage institutions to join. Our total expenditure for the year was £24,5177, with the majority of that being spent on administration costs (£16,280). The other major expenditure in 2025 was the summer conference (total expenditure of £7222) which, due to subsidised places, only generated income of £3781, leading to a 'loss' of £3441. Other smaller costs included maintenance of our website (£780).

The membership fee for 2026 has been held at the same level as last year - £235. This continues to include attendance at the Spring meeting and AGM, participation in peer mentoring groups, and the HEDG growth seminars.

Administration costs continue to be our biggest outlay, and usually attract a small increase each year. Costs for 2025 were £16,280 for the period 1st of January to 31 December 2025. Costs for the current year are £16,769, and likely to rise by 3-4% again in 2027.

Reserves Policy

Last year a Reserves policy was drafted and approved by the Executive Committee, with an action to bring this to the AGM for information. Full details can be found in Appendix B. In line with the policy, it is therefore proposed that our reserves for 2026 should be in the region of £9000.

Forward Look

We are committed to investing in major work on our website this year, including implementing a new WordPress theme, improving user experience, visual appeal, and mobile responsiveness. The work will include the migration of the existing site to a development environment, content updates, design revisions, and final deployment to a new hosting provider (Krystal hosting); our quote for this work is £2565 and includes two years' managed hosting.

Appendix A: HEDG 12 Months to 31 December 2025 Accounts Summary

	2025	2024	Movement
Income	£	£	£
Subscriptions	22,345	23,226	(881)
Conferences	3,781	0	3,781
Interest	389	436	(47)
Total Income	26,515	23,661	2,854
Expenditure			
Conferences	7,222	503	(6,719)
Administration	16,280	15,806	(474)
Website	780	780	0
Other	235	695	460
Total expenditure	24,517	17,784	(6,733)
Surplus	1,998	5,877	(3,879)
debtors	0	470	
creditors	0	(59)	
cash	31,617	29,208	
Net Assets	31,617	29,619	
Reserves	31,617	29,619	

Independent examiner's report to the trustees of Heads of Educational Development Group (HEDG), Registered Charity No: 1181610

I report to the trustees of HEDG (the Trust) on my examination of the accounts of the charity ("the Trust") for the year ended 31 December 2025 set out below.

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

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

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

Keith Stephenson

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12 October 2026