

Annual Accounts 2023



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June 2023



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Association of School and College Leaders Annual Accounts 2023

Officers

John Camp, President
Manny Botwe, Vice President (appointed 1 September 2023)
Evelyn Forde, Immediate Past President
Chris Hildrew, Honorary Treasurer
Russ Clarke, Membership Officer
Stephen Brierley, Honorary Secretary

Trustees

Sian Carr
Allan Foulds
Richard Sheriff (appointed 1 September 2023)
Peter Kent (appointed 10 February 2023)
Dame Joan McVittie
Jane Lees (resigned 31 August 2023)

Key Management

Geoff Barton, General Secretary (retired 8 April 2024)
Pepe Di'lasio, General Secretary (appointed 8 April 2024)
Richard Bettsworth, Director of Public Affairs
Eithne Hughes, Director of ASCL Cymru
Steve Kind, Director of Finance and Operations (resigned 31 July 2023)
Julie McCulloch, Director of Policy
Richard Tanton, Director of Member Support
Kcarrie Valentine, Director of ASCL PD
Annette Wade-Clarke, Director of Marketing and Membership (resigned 5 May 2023)
Hayley Dunn, Director of Finance and Governance (appointed 31 July 2023)

Bankers

National Westminster Bank plc
1 Granby Street
Leicester
LE1 6EJ

Investment Managers

Veritas Asset Management (UK) Ltd
Riverside House
2a Southwark Bridge Road
London
SE1 9HA

Solicitors

Browne Jacobson
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

Auditors

Cooper Parry Group Ltd
Statutory Auditor
Sky View
Argosy Road
East Midlands Airport
Castle Donnington
DE74 2SA

Registered Office

2nd Floor, Peat House
1 Waterloo Way
Leicester
LE1 6LP

Pennington Manches
125 Wood Street
London
EC2V 7AW

Report of the Officers

The Association of School and College Leaders is a professional association and a registered trade union serving the leaders of secondary schools and colleges.

Statement of Officers' Responsibilities

The constitution requires the officers to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association of School and College Leaders and of the income and expenditure of the Association for that period. The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue.

The Officers are responsible for keeping proper accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association of School and College Leaders and to enable them to ensure that the financial statements comply with accounting standards. They are also responsible for safeguarding the assets of the Association of School and College Leaders and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and the maintenance of appropriate internal controls.

The Officers are responsible for the maintenance and integrity of the corporate and financial information included on the Association of School and College Leaders' website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

So far as each of the officers are aware at the time the report is approved:

- there is no relevant audit information of which the auditors are unaware; and
- the officers have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Honorary Treasurer's Report

Support for ASCL members remains the keystone of the Association. The budget has yet again enabled a very broad range of activities, advice, guidance and direct member support to be undertaken during the year, and for the first time in ASCL's 150-year history, the Association formally balloted members in England for strike action.

ASCL continues to influence and shape national education policies for the benefit of members and provides high quality professional development through national and regional information conferences across the UK.

In addition, ASCL also undertook the important process to elect a new General Secretary from April 2024. Pepe Di'lasio the Council-nominated candidate was the successfully appointed candidate and the successor to Geoff Barton.

After three consecutive years of year-on-year record financial outturns, 2022 was a more challenging year with the Association reporting an overall financial outturn of £686,226 deficit. However, 2023 saw a return to previous positive financial outturns, with an overall financial outturn of £893,468 surplus, with a significant factor being the gains on the investment portfolio. The unrealised net gain on the investments during 2023 was £755,536 (2022: £675,720 loss). It was noted in the previous years financial statements that 2022 was an exceptionally challenging year for the global financial markets.

Total assets carried forward amounted to £7,295,140 (2022: £6,401,672) which incorporates the provision of a pensions' creditor in accordance with the accounting requirements of FRS 102.

The demands placed upon our resources across the rapidly growing membership continued to increase, particularly in the area of our member support and hotline services. During the 2023 year, we again invested additional resource into our hotline, employer engagement, policy and marketing services in order to meet high levels of demand in a year that once again an extremely challenging one for our members.

Overall, total membership increased by 11% during 2023 to 24,913 (2022: 22,433) which again represented excellent growth across the majority of member categories, with another high in-year recruitment of 3,835 (2022: 2,483) new members attained. A strong performance in membership recruitment throughout 2023, reaching a peak in October of 25,075 members. Whilst the end of the year saw a drop in membership, largely due to end-of-term resignations and retirements. Whilst 25,000 members is a key milestone for ASCL, we continue to take a cautionary view due to wider pressures on members, including the cost-of-living crisis, recruitment and retention, funding, and significant pressures from the government on educational leaders.

The Association continues to strive to give a first-class service to its members whilst embracing on-going technological improvements to enhance both efficiencies and performance.

Auditors

Cooper Parry Group Ltd have indicated their willingness to continue in office.

This report was approved by the ASCL Council on 16 June 2024 and signed on its behalf by:

P Di'lasio
General Secretary

Independent Auditor's Report to Members of the Association of School and College Leaders

Opinion

We have audited the financial statements of Association of School and College Leaders (the 'Association') for the year ended 31 December 2023 which comprise of the Income and Expenditure Account, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation

is applicable law and United Kingdom Accounting Standards, including FRS 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 Association's affairs as at 31 December 2023, and of its surplus, 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 Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Association 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 Officers' 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 Association's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Association and its environment obtained in the course of the audit, we have not identified material misstatements in the Officers' report.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 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 Association's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Officers' remuneration specified by law are not made; or
- a satisfactory system of control over transactions has not been maintained throughout the year; or

- we have not received all the information and explanations we require for our audit.

Responsibilities of Officers

As explained more fully in the Officers' responsibilities statement set out on page 1, the officers 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 Officers 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 Officers are responsible for assessing the Association'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 Officers either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Our assessment focussed on key laws and regulations the Association has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws

and regulations included, but were not limited to, compliance with the Trade Union and Labour Relations (Consolidation) Act 1992, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Association and how the Association is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Association's control environment and how the Association has applied relevant control procedures, through discussions with Officers and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Association's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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 Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Association's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association'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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Cooper Parry Group Limited
Statutory Auditor
Sky View
Argosy Road
East Midlands Airport
Castle Donnington
DE74 2SA

Association of School and College Leaders
Income and expenditure as at 31 December 2023

	2023 £	2022 £
Income		
Subscriptions	6,457,541	5,902,991
Conferencing and partnerships	402,689	467,752
Communications	35,188	38,856
Annual Conference	519,166	427,085
Investment income	102,568	70,050
Fees and shared services	196,750	177,020
Management charge	-	76,726
Other income	32,885	7,813
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Total incoming resources	7,746,787	7,168,293
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Expenditure		
Staff costs	4,774,158	4,517,738
HQ and central services	464,509	380,032
Equipment, supplies and materials	224,876	272,338
Other central expenses	574,793	489,263
Support for members	528,911	592,923
National meetings	379,335	300,391
Annual conference costs	447,702	385,403
Depreciation	179,993	208,147
ASCL FE costs	34,578	32,564
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Total resources expended	7,608,855	7,178,799
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Net (outgoing)/incoming resources before other recognised gains and losses	137,932	(10,506)
Other recognised gains		
Realised and unrealised (loss)/gain on investments	755,536	(675,720)
Surplus on disposal of fixed assets	-	-
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Net movement on funds	893,468	(686,226)
Reconciliation of funds:		
Funds brought forward at 1 January 2023	6,401,672	7,087,898
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Funds carried forward at 31 December 2023	7,295,140	6,401,672
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Association of School and College Leaders
Balance Sheet as at 31 December 2023

	31 December 2023		31 December 2022	
	£	£	£	£
Fixed assets				
Tangible assets		409,318		470,304
Investments at market value		7,063,770		6,287,172
Investment in subsidiary		25,000		25,000
		7,498,088		6,782,476
Current assets				
Cash at bank and in hand	460,582		230,514	
Debtors	448,966		542,157	
	909,548		772,671	
Creditors: amounts falling due within one year				
Creditors	(1,105,364)		(1,140,062)	
	(1,105,364)		(1,140,062)	
Net current liabilities		(195,816)		(367,391)
Provision for liabilities and charges		(7,132)		(13,413)
		(7,132)		(13,413)
Total assets		7,295,140		6,401,672
Funds employed				
Fixed asset fund		409,318		470,304
General fund		3,892,954		2,944,781
ASCL reserve fund		3,000,000		3,000,000
Pension reserve		(7,132)		(13,413)
		7,295,140		6,401,672
Total funds		7,295,140		6,401,672

Approved by Council on 14 June 2024 and signed on their behalf by:

_____ Honorary Treasurer

_____ General Secretary



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