



EDUCATION FOR  
HEALTH  
ANNUAL REPORT  
APR 18 - MAR 19

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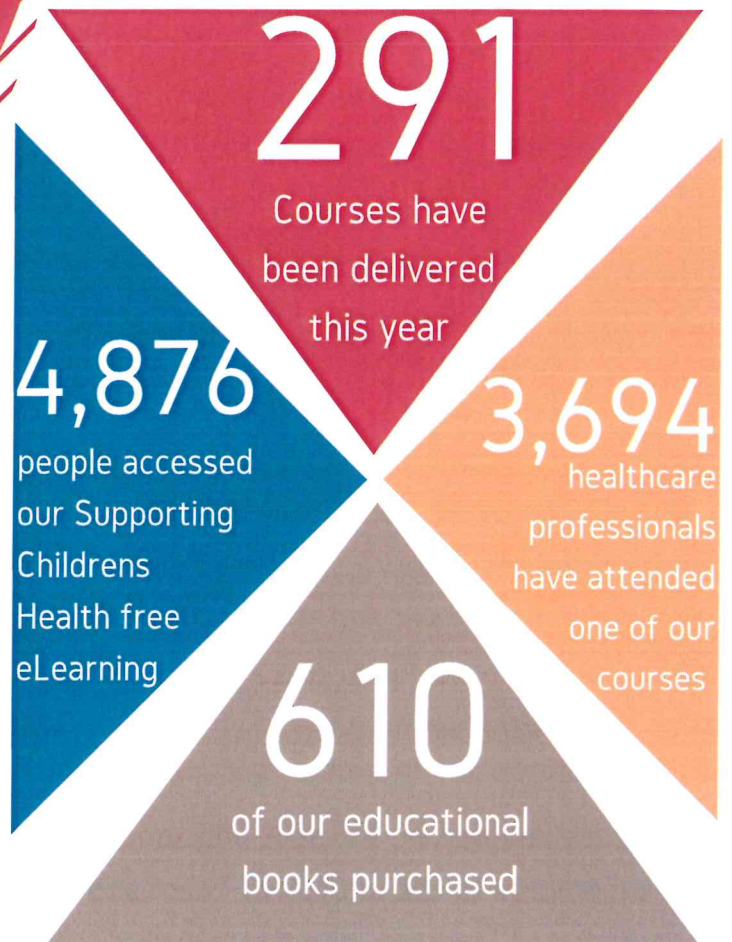
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# AT A GLANCE

At EfH we believe that a knowledgeable and highly skilled healthcare team can enable people with Long term Conditions (LTCs) to receive optimal care and support. We want those living with LTCs in the UK to be empowered by the healthcare workforce in order to manage their own condition effectively.

We create and deliver high quality and easily accessible courses for healthcare professionals. These span from short workshops to University-accredited higher education modules to a full Masters programme. We use innovative digital technologies to offer enhanced and flexible learning experiences. Our education and training ensures the healthcare workforce has the confidence and capabilities required to manage LTCs effectively and lead sustained change within healthcare.





# MESSAGE FROM THE CO-CHAIRMEN

As we come to the end of our financial year, it seems an appropriate moment to reflect on the recent and substantial changes that have taken place at Education for Health.

Since our last report, we have welcomed new members to the Executive Team and the Board of Trustees; and last autumn, after many years leading the Board, Dr Jonathan Shapiro stepped down as chairman, and we thank him for his service.

**"The vision at Education for Health is clear. We believe that providing education and training to healthcare professionals enables them to have the confidence and competence to manage complex long term conditions, and consequently improve health outcomes for patients across the UK. And this is needed more than ever now."**



We know that over 2 million people are estimated to be living with undiagnosed Chronic obstructive pulmonary disease (COPD), that cardiovascular disease remains the biggest cause of premature mortality and that the number of people living with Type 2 diabetes has increased to over 5 million. In asthma, which also affects over 5 million people in the UK, there are exciting new biologic medicines and evolving strategies with current medicines, both of which can significantly improve outcomes for patients. These statistics demonstrate the sizeable need for a trained workforce, up to date with evidence based management, to serve people living with these conditions. This need combined with new focuses within the NHS, brought about by the Long Term Plan, emphasise that now is the time to move forward with our innovative educational and training offerings.



# MESSAGE FROM THE CO-CHAIRMEN CONTINUED

Dr Linda Edwards, Chief Executive, has made great strides since joining Education for Health. The charity has made inroads to support a broader array of healthcare professionals, strengthened its financial position and developed new partnerships. There is more to come – new courses are being explored, current courses updated and refined, internal systems streamlined and tools created to profile patient populations.



We are grateful to all of those involved in the success of the organisation – the staff, clinical trainers, volunteers and partner organisations. Due to the support and hard work of these individuals, Education for Health continues to progress

*U. Gallagher. Dr Robert Angus.*

Professor Ursula Gallagher, Co-Chairman  
Dr Robert Angus, Co-Chairman



# MESSAGE FROM THE CHIEF EXECUTIVE



I have been in post at Education for Health for over a year and a half now; it has been a real pleasure getting to know everyone and understanding the real potential we have to make a difference in the lives of people living with LTCs. We have achieved official revalidation of our accredited higher education courses by our two partners, the University of Hertfordshire and the Open University; which enables us to continue to provide high quality academic education. We have also broadened our reach and ran our first training courses specifically for Pharmacists, alongside updating and refreshing courses such as our smoking cessation workshops.

"Partnerships are key to creating genuine changes in health and wellbeing for people with LTCs. To this end we have created new partnerships through our joint profiling work with Diabetes UK; and renewed established past partnerships, including our work with Primary Care Respiratory Society. These enable us to offer high quality, easily accessible education and training to the healthcare system."

Additionally, we have launched our Innovations Unit, which will be hosting its first Long Term Conditions Interchange event later this year, creating a platform to share ideas and best practice in healthcare.

We are very much in a period of change. Working to ensure that we continue to influence the shape of NHS policy and offering education and support that is aligned to NHS plans. As I write, we are reviewing our course portfolio and conducting research to ensure that our courses and support services meet the future needs of healthcare professionals. We are also reviewing how we work internally, with the aim to streamline our processes, and therefore improve the experience of our customers – both commissioners and course participants.



# MESSAGE FROM THE CHIEF EXECUTIVE CONTINUED

The launch of the new NHS Long Term Plan earlier in 2019, highlights that training and education remain a prominent focus. There are real opportunities to demonstrate the impact of education and specific targeted support on health outcomes in ways that truly make a difference. We plan to be at the heart of this by offering 'added value' services that demonstrate a real return on investment.

"At Education for Health we are passionate about making a difference. Not only will we continue to provide the clinical skills training that is so important to guarantee that knowledge is up to date, we will also support healthcare teams to work effectively and efficiently within new structures such as Primary Care Networks."



A final strand to our new focus will be supporting the transfer of skills from classroom to practice. Knowledge supported by practical application is key to improve patient care. Our introduction of coaching into practice will enable this to be a reality for healthcare professionals training with Education for Health

Finally, a huge thank you to everyone at Education for Health and our partners who enable us to deliver high quality education and support - NHS commissioners, pharmaceutical companies, universities, other charities - together we always achieve more.

A handwritten signature in dark ink, appearing to read 'Linda Edwards'.

Dr Linda Edwards  
Chief Executive

# WHO WE ARE AND WHAT WE DO

Our **mission** is to inspire and enable healthcare professionals to improve the health of people living with LTCs.

Our **vision** is a world where people with LTCs have access to the help and support they need to live healthy and fulfilling lives.

We believe this can be achieved through a well informed and educated healthcare workforce.

We provide easily accessible courses for a range of healthcare professionals. Our education and training ensures the healthcare workforce has the confidence and most up to date knowledge and skills to support patients living with long term conditions.





# OUR STRATEGY, AIMS AND OBJECTIVES

The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning future activities for the year.

Our strategy sets out how we'll continue to offer high quality education and training for healthcare professionals and in turn improve the lives of those in the UK living with LTCs.

## We have four key strategic aims:

Strengthen our profile in the provision of high quality support, education and training for healthcare professionals across a range of LTCs.

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Demonstrate the impact educating healthcare professionals can have on health outcomes.

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Create an organisation that inspires and encourages innovation and creativity.

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Become a financially strong, flexible and dynamic organisation.

# OUR PEOPLE

Changes have taken place to our leadership team during this year. Our Executive Team has grown to include Stephen Ryan, Director of Innovations, and Adam Smith, Associate Director of Strategic Partnerships. Further changes to the team will take place in the coming months as Julia Neal, our Director of Education, leaves the organisation to return to the NHS and we welcome Ann Saxon as Director of Learning Design and Quality.

This last year has seen substantial change during which our staff have demonstrated consistent commitment and professionalism and continue to strive for excellence at all times.

We also continue to value the ongoing contribution volunteers add to our activities. During this period, we have been supported by two volunteers and three interns who have worked on specific projects. Four interns have also joined Education for Health, working full-time across the finance, marketing and communications, human resources and digital teams.





# OUR VALUES

Our work is underpinned by our four core values:

People-centred  
Innovative

Professional  
Partnership focused

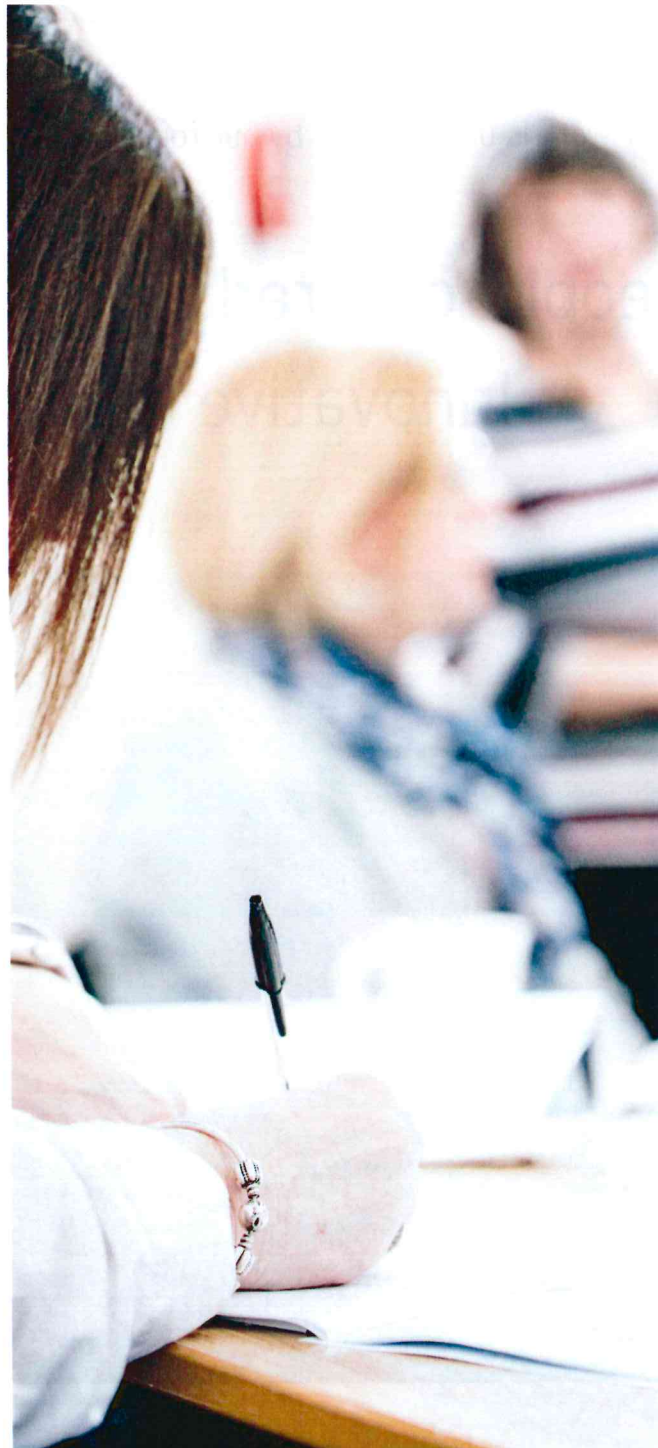


# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT

This has been a year of change at Education for Health during which our staff have worked diligently to set us on a path towards a more financially secure position; this is vital to enable us to continue to deliver our vision and support healthcare professionals to provide high quality care to patients with LTCs. While there is still more for us to do, these last 12 months have seen many successes and achievements.

## Our courses and students

One of our key focuses in the last year was securing revalidation of our accredited courses with our University partners, the University of Hertfordshire and the Open University. A considerable amount of work went into this project across the organisation, and we were delighted to receive confirmation of revalidation in 2018. This enables us to continue to offer our undergraduate and postgraduate courses for a further six years. We were especially pleased to receive commendations for our student support and the enthusiasm and commitment of our staff.





# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED



Alongside the revalidation of our current courses, we have also received validation from the University of Hertfordshire to develop and deliver a range of new postgraduate courses, which we plan to launch in autumn 2019. These include a Postgraduate Certificate in Diabetes Care, a Postgraduate Certificate in Learning and Teaching in Clinical Practice, and an MSc in Long Term Conditions.

We have also refreshed and relaunched other courses within our portfolio. Our Spirometry course has been adapted, to combine both performing and interpreting into one course, creating more flexibility for participants. Smoking cessation is another example of a workshop that has been relaunched with updated course content.

We know that funding is often a barrier for students, and so we endeavour to secure bursary funding with a number of our partner organisations. In this last year £23,460 of bursary funds were made available.

# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED

We also continue to offer free online learning resources, such as our Supporting Children's Health course, which was accessed by 4,876 people.

Our course participants are at the heart of all we do; and we continue to actively seek feedback to enable us to measure and improve our education and training. In the last year a new student representative has joined us, taking our total student representatives to four. Their participation guarantees that student perspectives are heard.



We have also improved our course evaluation systems so that participants of our accredited Level 5, 6 and 7 courses are now able to complete their evaluations online. This streamlined process has helped us to improve the student experience by decreasing student paperwork, as well as freeing resource internally to focus on other projects.



# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED

In the last year 3,694 healthcare professionals were able to study with us. We ran 291 courses and 610 of our educational books were purchased; this means we have been able to help more people to improve services and care for patients.

When evaluating our modules over the last year:

96% of our students said 'taking a module had increased their knowledge and understanding of the subject'

93% said 'taking the module had enabled them to improve service and care for patients'

99% said 'the trainer had a thorough knowledge of the module subject'

98% felt 'the trainer was effective in engaging the group in the subject'

84% would recommend the module they took to a colleague

# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED

## Research and Scholarly Activities

Aside from their focus on supporting students and trainers, and developing courses, our Education Leads actively raise awareness of the charity and the importance of education and training in primary care and LTCs.

In the last 12 months, our Education Leads have presented at numerous healthcare conferences, facilitated and chaired talks and debates, acted as external examiners for other education institutions and supported other healthcare organisations through participation on steering groups and committees.

Of particular note, is the ongoing IMP2ART study in partnership with the Asthma UK Centre for Applied Research. This is a

leading edge research programme in which Education for Health plays a lead role with the development of educational tools and resources. This work continues to inform our asthma courses, ensuring they are based on the latest research evidence.

We are also undertaking a range of action based research activities, which seek to demonstrate the impact of education and training on health outcomes. Our growing networks and our research for journal articles, positively impacts our course curriculums, ensuring that the content reflects the latest clinical developments and guidelines.





# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED

## The Innovations Unit

In the summer of 2018, we set up our Innovations Unit. This focuses largely on developing new products and delivery models to meet the changing needs of healthcare professionals, specifically in primary care. Through this Unit, a number of support services and new courses have been developed.

The Primary Care Network Support Packages are due to be launched in June and a Cardiovascular disease (CVD) prevention support programme in September 2019.

Other initiatives focus on engaging BAME (black, Asian, and minority ethnic) communities, service and process mapping, delivering shared appointments, improving foot care, and networking within healthcare. We are working closely with a range of partners in the NHS, third sector and pharmaceutical industry on these projects.

## Partnerships

We believe that collaboration is essential to transforming the lives of those with LTCs. We also believe that no single organisation can do this alone. Therefore, we work closely with a wide range of organisations that share our values and vision.

A new partnership with Interface Clinical Services (ICS) has been developed in this period. The NHS Long Term Plan signalled a key growing role for pharmacists enabling them to directly impact the health outcomes for patients with LTCs. Through our work with ICS we have run our first courses specifically designed for pharmacists, creating the opportunity for them to have access to appropriate training and education.

Another highlight in the last year has been working with NHS England. Together, we have developed two programmes, one for Healthcare Assistants and one focusing on Patient Activation Measures.

# OUR PROGRESS: ACTIVITIES, ACHIEVEMENTS AND IMPACT CONTINUED

Over the last 12 months we have worked with approximately 40 NHS clients across the UK to deliver courses to meet their local workforce needs. Our reach extended to the Shetland Isles, where we delivered a series of workshops to Primary Care staff.

Our strong relationships with Invicta CIC and the NHS South West London Alliance has continued, with numerous workshops and modules being commissioned by them throughout the year. We have also seen notable increased activity across Staffordshire where we have formed a new relationship with the Staffordshire Training Hub and had the opportunity to deliver a range of Asthma training.

In September 2018 we won the contract to be the preferred provider of Asthma Education in Scotland at Masters Level. The first cohort commenced in March 2019 with more planned for later in the year.

We continue to be preferred providers for Health Education England in both London and the Midlands and East with respective

contracts in place for both regions likely to be extended for a further year.

Our long standing relationship with Rotherham Respiratory Group continues to grow and in the last year we provided training to over 300 healthcare professionals within the Yorkshire and Humber region; covering a range of Respiratory, Diabetes and Heart Failure diploma modules.

Our positive working reciprocal relationship with the Primary Care Respiratory Society (PCRS) continues to grow with joint senior managers' initiatives and our Education Leads involvement in the PCRS Conference Organising Committee for the 2018 Annual Conference. PCRS are also supporting our LTC Interchange event in September 2019.



# OUR PRIORITIES

## Demonstrate the impact of our education and training

During the next 12 months we will launch our suite of profiling tools, enabling healthcare professionals to view and interpret health data on their local patient populations both before and after an education or training course with Education for Health. These tools use real time data and showcase the impact education and training can have on health outcomes, highlighting the small changes that can make significant impacts.

## Improve health outcomes through innovation, education and support

To continue to impact health outcomes for LTCs, we will explore new, innovative ways of supporting healthcare professionals. This year we will launch additional support programmes alongside our education and training, to help the healthcare workforce to continue to improve its services for patients. One such example of this, will be our support provision for Primary Care Networks.

## Creating strategic partnerships

Through the launch of new initiatives we intend to create new strategic partnerships to support our vision. We have established a Future Scope meeting, bringing together expert commentators from both healthcare and education to map out the future training challenges and identify potential solutions for the rapidly changing healthcare sector.

Our Partnerships Support Unit, which is due to launch later this year, will provide business support for small charities and aligned healthcare businesses. This sharing of skills and expertise provides an opportunity for further growth, expanding our reach and influence and strengthening our ability to work towards our vision.



# OUR PRIORITIES CONTINUED

## Streamlining our activities and increasing our efficiency

This priority will complete the review of our course portfolio and adapt our courses accordingly. We want to ensure that our courses match the needs of healthcare professionals across the UK. This means covering the topics that matter most, in a range of easily accessible ways from online learning and webinars to academically accredited modules. Based on insight gathered from market research, we will complete our review of our course portfolio and adapt our offering.

A rolling competition will encourage staff to identify ways to create efficiencies and cost savings, and Task and Finish groups will continue to simplify and improve cross-organisation processes. These activities combined will help us to continue to improve the service our students receive.

## Translating knowledge from classroom to practice

The biggest challenge is often translating new knowledge into practical application. We will be introducing a support programme of coaching to assist healthcare professionals in translating their knowledge into everyday practical skills. In order to develop a healthcare workforce that can effectively support the increase in numbers of people with LTCs, it is key that our education and training courses create the competence and confidence to improve patient care.

## Creating an appropriate environment

We aim to move to new premises in the next year. We believe that a new head office (within the same geographical area) will lead to an improved teaching experience. It will also create a working environment that supports a genuine learning organisation.



# OUR FINANCIAL PERFORMANCE

In line with its charitable objects, Education for Health continues to derive its income and incur related cost from two main sources. The most significant of which (91%) being from fees charged to attend education and training courses. During the 12 months to 31 March 2019 we trained 3,694 students with our most popular courses being Asthma, COPD, Diabetes, Spirometry and Heart Failure.

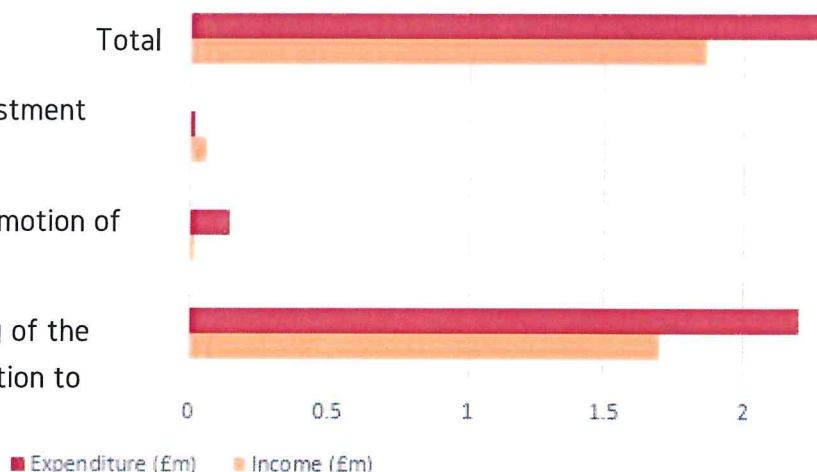
Our second object to promote preventive measures is achieved through research, sales of books and time of staff sitting on national bodies.

Object Three: Other including donations, investment income and income from trading activity

Object Two: Relieve sickness through the promotion of preventative measures

Object One: Promote the health and wellbeing of the general public through the provision of education to those who can influence others

## Income and Expenditure



## Results for the year

Income in the 12 month financial period of £1.86m was secured (15 months to 31st December 2018 £2.27m). Expenditure for the period was £2.28m (15 months to 31 December 2018 £2.96m). The resulting deficit for the period (before investment gains) of £0.42m reflects the challenges that the Charity faces both externally and internally during the period. After investment gains the adverse movement in reserves in the year was £0.35m, which reflects the sale of investments to support our working capital. The net current liabilities at the year end of £1.37m are supported by investments of £2.9m shown within fixed assets. Our investments are all readily convertible to cash with no time constraints.

# FINANCIAL STRATEGY

**The Board have agreed a strategic direction to strengthen our financial position. To achieve this the following steps are being taken:**

Investment in market research to help inform our review of products.

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Investment in an Innovations Unit to work with partners to identify needs and provide solutions. This allows the testing of new ideas in differing settings to learn and develop new skills and expertise, and stimulates growth. Education for Health is committed to continuing to push conventional boundaries and explore new ways of improving services and health outcomes through a combination of education and support.

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The decision has been made to bring our environment and infrastructure in line with our objectives allowing for creative thinking. Education for Health plans to move to new premises more suitable to creative and efficient ways of working.

The completion of an organisational development programme to ensure we have the capacity and capabilities to deliver the charity's objectives.

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Investment by combining skills and expertise through partnerships, to fuel growth, enable the expansion of reach, and influence along with products and services. The creation of strategic partnerships with organisations and people who share our values and charitable aims will strengthen our ability to work towards our vision.

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An upgrade of systems is taking place to enable us to effectively put our customers at the heart of what we do and enable staff to have the tools to work most efficiently, saving costs.

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## **Designated Resources**

**Our designated reserves are made up of:**

- 1) A new designated fund (£0.765m) was approved by the Board in March to fund our strategic initiatives.**
- 2) £0.355m reflects our moral obligation to support our programme students.**



# RESERVES POLICY

As part of the 2019/20 budget setting process, our Finance, Audit and Risk Committee reviewed Education for Health's Reserves Policy. It was confirmed that the policy agreed previously was still valid and that Education for Health maintained free reserves.

- To provide a sustainable and appropriate level of working capital
- To allow for periods of unexpected drops of planned income
- To cope with sudden short term increases in planned expenditure
- To provide cover for other risks, contingencies or unforeseen events.

As a result, a target free reserve of £1m was agreed. \*Free reserves reflect the

decision to realise proceeds from the sale of fixed assets.

At 31 March 2019, unrestricted free reserves of the group, excluding designated reserves, amounted to £0.94m, calculated as follows:-

	£m
Total Funds	2.32
Less Revaluation fund	0.26
Less designated reserve	1.12
Free Reserves	0.94*

## Looking Forward

The Board have agreed plans to rebuild free reserves.

The strategy, detailed above, has been refreshed and plans agreed to grow income and eliminate waste from the Charity. With these plans in place, the Board has reviewed the financial sustainability of the group and are of the opinion that Education for Health will continue to have adequate resources and is a going concern.

# INVESTMENT POLICY AND PERFORMANCE

Education for Health seeks to produce the best financial return within an acceptable level of risk. On behalf of the Board, the Finance, Audit and Risk Committee monitors the activities and performance of the investment managers (UBS), who were appointed in 2008. Our investment policy was reviewed and states:-

The long-term investment objective is to produce a level of return in excess of inflation.

The short-term investment objective is to produce sufficient income to support the ongoing activities of Education for Health. A target income is agreed with the investment manager on an annual basis to enable effective budgeting.

Investment assets being held as reserves define our attitude to risk; thus, a maximum of 10% of the portfolio can be invested in property and hedge funds (assets that cannot be available to meet unanticipated cash flow requirements within five days of demand).

The Charity's assets can be invested widely and is diversified by asset class, and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities and any other asset that is deemed suitable for the Charity. The Finance, Audit and Risk Committee is charged with agreeing a suitable asset allocation strategy for the invested reserves with the investment manager.

The base currency of the investment portfolio is Sterling. Investment may be made in non-Sterling assets. Hedge funds are permitted, not exceeding 5% of the total value of the portfolio.

The Charity's cash balances should be deposited with institutions with a minimum rating of A- or invested in a diversified money market fund.

The Charity has adopted an ethical investment policy to ensure that its investments do not conflict with its aims and objectives. A company that generates revenues from the cultivation of tobacco or the manufacture of tobacco products is deemed to conflict with the Charity's aims and objectives. The policy therefore precludes:-

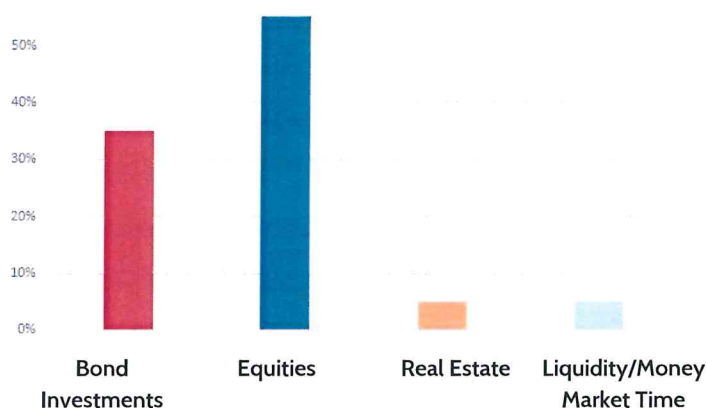
- Direct investment in a Tobacco Company.
- Indirect investment in a Tobacco Company through investment in any investment fund (but not an index tracker fund) which itself invests in a Tobacco Company.



# INVESTMENT POLICY AND PERFORMANCE CONTINUED

The Charity monitors investment performances against predetermined criteria and benchmarks.

The actual split of investments was:-



Despite global uncertainty, we were able to capitalise on opportunities resulting from the changing value of Sterling, resulting in unrealised gains for the period of £25k (2018: gains of £88k) and realised gains of £40k compared with £45k in 2018. Investment income of £101k (2018 £127k) was received.

## Risk

Education for Health has defined its strategic risks as those matters which could inhibit the achievement of our charitable objects.

A dynamic process is in place that allows the Board, Senior Leadership Team and all staff to identify events or actions, which may adversely affect the achievement of our strategy.

Once identified, appropriate systems and procedures are put in place to mitigate the risks. The Senior Leadership Team, which equates to our Executive Team, reviews the risks regularly, whilst the Board reviews the risk register at Finance, Audit and Risk Committee and Board Meetings twice a year in order to monitor progress made in mitigating the risks. The major risks identified relate to the long-term financial sustainability of the Charity.

The major risks identified relate to the long term financial sustainability of the charity:

1. Dependency on a limited number of income sources
2. Ability of reserves to support the charity in the long term
3. Capabilities in place to achieve funding targets

Key Performance Indicators (KPIs) are in place to closely monitor the financial sustainability of the Charity and highlight the need for additional mitigating actions should milestone targets not be achieved.

The KPIs against our major risks measure income, enquiry pipeline, new customers and new products.

The Board of Trustees is satisfied that reasonable steps are being taken to limit the probability and impact of these risks.

# STRUCTURE AND BOARD

## Structure

Education for Health is a Company Limited by Guarantee and a Charity registered with the Charity Commission. The Charity is regulated by its Memorandum and Articles of Association adopted on 30 July 1995 and last amended on 27 September 2016.

The Charity has the following dormant subsidiaries:-

**Education for Health Trading Limited (100% owned)**

**National Respiratory Training Centre Limited (100% owned) - dormant since its incorporation**

**Respiratory Education UK (100% owned).**

We have two Patrons:



Baroness Julia  
Cumberlege  
CBE, DL.



Mrs Greta Barnes  
MBE, the Founder  
of our Charity.

## Board

The Board of Trustees (who are also Directors) are responsible for the overall governance of the Charity. The Articles specify that there are to be a minimum of five Trustees but no maximum is specified. Trustees are expected to attend a Strategic Planning Day each year where, with the Executive Team, the long-term aims of the Charity are developed. In addition to the Annual General Meeting, the Board meets four times per annum when Trustees review the Charity's performance, future operating plans and budgets. Extraordinary Board Meetings are also held as required. Meetings are sometimes convened via a teleconference call, to enable wider participation.

There are two formal sub-committees of the Board of Trustees which are accountable to the Board; the Finance, Audit and Risk Committee and the Nominations Committee. Each committee has its own Terms of Reference and reports to the full Board.



# STRUCTURE AND BOARD CONTINUED

## TRUSTEES' RESPONSIBILITIES

The purpose of the Nominations Committee is:-

- To assist the Board in fulfilling its responsibilities by assessing, screening and nominating suitable and capable candidates to serve on the Board
- To make recommendations on the composition of the Board related to skill mix
- To oversee Trustee induction and developing and recommending to the Board performance measures to assess Board effectiveness

The purpose of the Finance, Risk and Audit Committee is:-

- To support the Board in meeting their responsibilities for risk management, internal controls and efficient and effective use of funds

### Trustees' Responsibilities

The Trustees (also Directors of Education for Health 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 Board to prepare financial statements for each financial year. These must give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group 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 in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the Group 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 Charity and the Group and, hence, taking reasonable steps for the prevention and detection of fraud and other irregularities.

# TRUSTEES' RESPONSIBILITIES CONTINUED

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Board Induction

The appointment of new Trustees follows advertisements placed with specialist bodies and stakeholders. Applicants are shortlisted against agreed criteria and interviews carried out by a representative panel of Trustees of the Charity. The preferred candidate is invited to join the Board subject to approval by the full Trustee Board and formal vetting. New Trustees are offered an induction and encouraged to become involved in the Charity's activities and sub-committees.

## Management

The Board delegates the power in connection with the day-to-day management and administration of the Charity to the Chief Executive. Performance and risk is measured against strategic objectives, with regular reporting to the Board, so that decisions made

under delegated power can be ratified by the full Board. The Chief Executive is responsible for the day-to-day management of the Charity's affairs and for implementing policies agreed by the Board. The Senior Leadership Team who consist of the Deputy Chief Executive, Director of Education, Director of Innovations Unit and Assistant Director of Strategic Partnerships assist the Chief Executive.

## Remuneration

The remuneration and rewards policy aims to pay all staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact on delivering the Charity's objectives. The Board of Trustees determines the salary of the Chief Executive. The Chief Executive recommends salary increases for the Senior Leadership team of the Charity for Board approval. Pay awards are made after taking into account Retail Price Index, the performance of the Charity and the extent to which its objectives have been achieved, and the contribution of the individual to achieving the Charity's objectives, which is measured through the annual appraisal process. All salaries are benchmarked against comparable roles in similar sectors.



# TRUSTEES' RESPONSIBILITIES CONTINUED

For other staff, the Board of Trustees have delegated responsibility to the Internal Remuneration Committee (Chief Executive and Senior Leadership Team ) to:-

Administer the Charity's system of staff remuneration including: pay, pensions and any additional benefits in adherence with the Remuneration Policy and in line with the values of the Charity.

Review the recommendations for annual staff pay increases, which are then ratified by the Trustees as part of the budget process.

Ensure that the remuneration offered works both to reward staff for their performance, but also takes into account the affordability to the Charity.

Ensure that pay levels correspond with other policies the Charity has, such as the risk policy, and are aligned to the strategic aims.

Review salaries of staff against relevant benchmarks.

Consider the need for an independent evaluation of pay levels at least every five years so that Trustees are clear what is happening to salaries in this and other sectors.

Be aware of major changes in employee benefits, including pay, pensions and other rewards and make recommendations to amend the Remuneration Policy based on these changes.

Ensure the Policy is applied consistently across the Charity.

# AUDITORS



The Directors resolved that RSM UK Audit LLP be re-appointed as auditors. RSM UK Audit LLP has indicated its willingness to continue in office.

## Statement as to the Disclosure of Information to Auditors

The Directors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the Auditors are unaware. Each of the Directors has confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the Auditors.

Approved by the Board on 25 July 2019 and signed on its behalf by:-



Professor Ursula Gallagher  
Director/Co- Chairman, the Board of Trustees



# REFERENCE AND ADMINISTRATION DETAILS

## Board of Trustees

Professor Ursula Gallagher (Co-Chairman)  
Dr Robert Angus (Co-Chairman)  
Dr Jonathan Shapiro (resigned December 2018)  
Mr Robert Strange  
Mr Gary Parkinson  
Mrs Aileen Muir (Appointed December 2018)

**Mr Robert Strange retires, and being eligible, offers himself for re-election.**  
**Mrs Aileen Muir having been appointed since the last AGM retires and offers herself for re-election**

## Chief Executive

Dr Linda Edwards

## Senior Leadership Team assisting Chief Executive:

Mrs Rebecca Harkcom, Deputy Chief Executive  
Mrs Julia Neal, Director of Education (until April 2019)  
Mrs Ann Saxon, Interim Director of Training and Education  
Mr Stephen Ryan, Director of Innovations Unit  
Mr Adam Smith, Assistant Strategic Partnership Director

## Nominations Committee:

Dr Jonathan Shapiro (resigned September 2018)  
Mr Gary Parkinson  
Professor Ursula Gallagher (Appointed September 2018)  
Dr Robert Angus (Appointed September 2018)

## Finance, Audit and Risk Committee:

Mr Robert Strange  
Mr Gary Parkinson  
Dr Jonathan Shapiro (resigned December 2018)  
Mrs Aileen Muir (Appointed March 2019)

## Patrons

Mrs Greta Barnes MBE  
Baroness Julia Cumberlege CBE, DL

# REFERENCE AND ADMINISTRATION DETAILS

## Legal Advisors

Wright Hassall and Co  
Olympus Avenue  
Leamington Spa  
Warwickshire CV34 6BF

Shakespeare Marineau  
Brideway House  
Stratford on Avon CV37 6YX

## Investment Advisors

UBS Wealth Management  
1 Finsbury Avenue  
London EC2M 2PP

## Bankers

Barclays Bank plc  
PO Box 1352  
25 High Street  
Coventry CV1 5QZ

## Auditors

RSM UK Audit LLP  
St Philips Point  
Temple Row  
Birmingham B2 5AF

## Company Secretary

Mrs Rebecca Harkcom

## Registered Office and Principal Address:

The Athenaeum  
10 Church Street  
Warwick CV34 4AB

## Website

[www.educationforhealth.org](http://www.educationforhealth.org)



# INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF EDUCATION FOR HEALTH

## Opinion

We have audited the financial statements of Education for Health (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2019 which comprise the Consolidated Statement of Financial Activities, the Group and Company Balance Sheets, the Consolidated Statement of Cash Flows 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 group's and the parent charitable company's affairs as at 31 March 2019 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 and the Charities Act 2011.

## Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our 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.

### **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 Annual 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 Annual 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, 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; 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 from the requirement to prepare a Strategic Report or in preparing the Annual Report.



## Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on pages 25 & 26, 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 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 parent charitable company 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.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <http://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 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.



PAUL OXTOBY (Senior Statutory Auditor)

For and on behalf of RSM UK AUDIT LLP, Statutory Auditor

Chartered Accountants

St Philips Point

Temple Row

Birmingham

B2 5AF

Date: 25 July 2019

# CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

				<u>12 months</u> <u>to</u> <u>31/3/2019</u>	<u>15 months</u> <u>to</u> <u>31/3/2018</u>
	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u> <u>£</u>	<u>Restricted</u> <u>Funds</u> <u>£</u>	<u>Total</u> <u>£</u>	<u>Total</u> <u>£</u>
<b>Income from:</b>					
Donations and legacies	4	14,265	-	14,265	33,453
Charitable activities	5	1,713,060	-	1,713,060	2,082,189
Other trading activities	6	30,253	-	30,253	22,632
Investments	7	101,280	-	101,280	127,391
<b>Total Income</b>		<u>1,858,858</u>	<u>-</u>	<u>1,858,858</u>	<u>2,265,665</u>
<b>Expenditure on:</b>					
Raising funds	11	28,076	-	28,076	41,337
Charitable activities	12	2,249,373	-	2,249,373	2,915,772
<b>Total Expenditure</b>		<u>2,277,449</u>	<u>-</u>	<u>2,277,449</u>	<u>2,957,109</u>
Net gains on investments	23	<u>64,637</u>	<u>-</u>	<u>64,637</u>	<u>133,602</u>
Net Movement in Funds for the Year		(353,954)	-	(353,954)	(557,842)
<b>Reconciliation of Funds:</b>					
Total funds brought forward		<u>2,671,745</u>	<u>-</u>	<u>2,671,745</u>	<u>3,229,587</u>
<b>Total Funds Carried Forward</b>		<u><b>2,317,791</b></u>	<u><b>-</b></u>	<u><b>2,317,791</b></u>	<u><b>2,671,745</b></u>

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.



# BALANCE SHEETS AT 31 MARCH 2019

Company number: 03090774

	<u>Notes</u>	<u>Group</u> <u>2019</u> £	<u>Group</u> <u>2018</u> £	<u>Charity</u> <u>2019</u> £	<u>Charity</u> <u>2018</u> £
<b>Fixed Assets:</b>					
Intangible assets	22	35,186	70,545	35,186	70,545
Tangible assets	21	716,717	696,180	716,717	696,180
Investment assets	23	2,936,684	3,481,951	2,936,686	3,481,953
Total Fixed Assets		3,688,587	4,248,676	3,688,589	4,248,678
<b>Current Assets:</b>					
Stocks	24	1,020	969	1,020	969
Debtors and prepayments	25	340,604	245,523	340,747	245,666
Cash at bank and in hand	33	118,848	190,730	118,754	190,636
Total Current Assets		460,472	437,222	460,521	437,271
<b>Liabilities:</b>					
Creditors falling due within one year	26	929,941	1,052,472	929,941	1,052,472
Fees received in advance	27	901,327	961,681	901,327	961,681
		1,831,268	2,014,153	1,831,268	2,014,153
Net Current Liabilities		(1,370,796)	(1,576,931)	(1,370,747)	(1,576,882)
Total Assets less Current Liabilities		2,317,791	2,671,745	2,317,842	2,671,796
<b>Net Assets</b>		<b>2,317,791</b>	<b>2,671,745</b>	<b>2,317,842</b>	<b>2,671,796</b>
<b>The Funds of the Charity:</b>					
Restricted funds	29	-	-	-	-
Unrestricted funds	28	2,317,791	2,671,745	2,317,842	2,671,796
<b>Total Charity Funds</b>		<b>2,317,791</b>	<b>2,671,745</b>	<b>2,317,842</b>	<b>2,671,796</b>

The notes on pages 37 to 63 form part of these accounts.

*U. Gallagher*

Signed by Professor Ursula Gallagher, Co Chairman of Trustees on behalf of the Trustees

Approved by the Trustees and authorised for issue on 25 July 2019.

# CONSOLIDATED STATEMENT OF CASH FLOWS

		<u>Group</u> <u>12 Months</u> <u>to</u> <u>31/03/2019</u> <u>£</u>	<u>Group</u> <u>15 Months to</u> <u>31/12/2018</u> <u>£</u>
	<u>Notes</u>		
<b>Cash Flows from Operating Activities:</b>			
Net cash used in operating activities	32	(742,261)	(437,351)
<b>Cash Flows from Investing Activities:</b>			
Dividends and interest from investments		101,280	127,391
Purchase of tangible fixed assets		(40,805)	(8,060)
Purchase of intangible fixed assets		-	(2,700)
Proceeds from sale of investments		1,275,252	1,125,970
Purchase of investments		(665,348)	(802,998)
Cash (used in) provided by Investing Activities		670,379	439,603
(Decrease)/Increase in Cash and Cash Equivalents in the Year		(71,882)	2,252
Cash and cash equivalents at the beginning of the year		190,730	188,478
<b>Total Cash and Cash Equivalents at the End of the Year</b>	<b>33</b>	<b>118,848</b>	<b>190,730</b>



# NOTES TO THE FINANCIAL STATEMENTS

## 1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:-

### a) Basis of Accounting

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) (effective 1 January 2015) – (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Education for Health meets the definition of a public benefit entity under the Charities Act, assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The previous accounting period has been extended by three months (15 months) to 31 March 2018, therefore the prior year figures are not comparable.

### b) Preparation of the Accounts on a Going Concern Basis

The Charity has prepared detailed forecasts of both income and expenditure and cash on a Group basis. Reserves of the Group currently stand at £2,318k (31 March 2018: £2,672k). Having considered these documents together with risk and reserves policy and the level of available investments, the Trustees are of the view that the Charity is a going concern. The reserves are represented by investment assets of £2,937k (31 March 2018: £3,482k), cash of £119k (15 months to 31 March 2018: £191k) and liabilities of £1,831k (31 March 2018: £2,014).

### c) Group Financial Statements

The financial statements consolidate the results of the Charity and its wholly owned subsidiaries on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006. The Charity has also taken advantage of the exemption available under FRS 102 and has not presented a statement of cash flows for the parent.

#### d) Fund Accounting

The general fund consists of the accumulated surpluses on the consolidated statement of financial activities, less any funds designated by the Directors for specific purposes.

Designated funds are funds which have been set aside by the Directors for specific purposes. The purpose of the designated funds is set out in the notes to the accounts.

Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The balance in the fund represents the amount still remaining for future expenditure.

#### e) Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation. The cost of minor additions to fixed assets, defined as those costing less than £85 each, is expensed in the year in which the cost is incurred.

Depreciation is provided to write off the cost of assets by equal instalments over their estimated useful lives as follows:-

Freehold buildings	-	100 years from 2015
Equipment, furniture, fixtures and fittings	-	5-20 years
Laptops	-	3 years
Other Computer equipment	-	5 years
Short leasehold property improvements	-	over lease term
Freehold land is not depreciated		

#### f) Investments

Listed investments are included in the accounts at fair value. Gains or losses on revaluation are recognised in the SOFA and credited or debited to the relevant funds.

Investments in subsidiaries are stated at cost.

#### g) Investment income

Dividends are credited to the SOFA when receivable.

Interest on cash held is accrued on a daily basis and is credited on this basis to the SOFA.

#### h) Stocks

Stocks are valued at the lower of cost and net realisable value. Cost is determined on a 'first in first out' basis.

#### i) Pension costs

The Charity operates defined contribution schemes available to all of its employees. The schemes' funds are administered by Trustees and are independent of the Charity's finances. The Charity's contributions to the schemes are charged in the accounts as they accrue.



## j) Income

All incoming resources are included in the SOFA when the Charity is legally entitled to the income. Course fee income is recognised and included in the SOFA for the financial year in proportion to the total fee by a measure of the course length elapsed and value of services delivered by time and materials.

## k) Expenditure and Irrecoverable VAT

All resources expended are accounted for on an accruals basis. Costs are classified under headings that aggregate all similar costs and which can then be related to costs of raising funds and charitable activities.

Costs of raising funds are primarily investment management fees and other expenses incurred in trading activities that raise funds.

Charitable activities expenditure primarily includes costs associated with educational activity, books and resources and research activity. They include both direct and support costs relating to these activities.

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities.

Support costs include central functions and governance costs and have been allocated to activity cost categories on a basis consistent with the use of resources by activities irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

## l) Research

Expenditure on research is written off as incurred.

## m) Operating Leases

The rentals payable under operating leases are charged/credited in the SOFA on a straight line basis over the lease term.

## **n) Intangible Fixed Assets**

### **- Development Costs**

Expenditure on developing new modules is carried forward to match against future revenue. As a result, at 31 March 2019, £18,699 (2018: £34,274) has been carried forward. The expenditure is being written off over a period of between three to five years, which is the likely life of the course, commencing with the first cohort of students.

### **- Software/Website**

Expenditure on software and website development is carried forward to match against expected future benefit. As a result, at 31 March 2019, £3,510 (2018: £18,578) has been carried forward. The expenditure is being written off over three years (software) and five years (website).

### **- Other**

Net book value of other intangible assets at 31 March 2019 £12,977 (2018 £17,693) is carried forward against expected future benefit. The expenditure is being written off over five years.

## **o) Recognition of Liabilities**

Liabilities are recognised when either a constructive or legal obligation exists.

## **p) Basis of Consolidation**

The consolidated financial statements incorporate those of Education for Health and all of its subsidiaries (i.e. entities that the Group controls through its power to govern the financial and operating policies so as to obtain economic benefits). Subsidiaries acquired during the year are consolidated using the purchase method. Their results are incorporated from the date that control passes. All financial statements are made up to 31 March 2019.

All intra-group transactions, balances and unrealised gains on transactions between Group companies are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the Group.

## **q) Financial Instruments**

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.

## **r) Donated services**

In accordance with the Charities SORP (FRS 102) the general volunteer time of the Trustees and administration volunteers is not recognised.



## s) Critical Accounting Estimates and Judgements

Estimates and judgements 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.

In capitalising course development costs and their subsequent amortisation, management makes judgements as to the future viability of courses and the likely life of the courses.

## 2. Legal Status

The Charity is a Company Limited by Guarantee incorporated in England and Wales. Linda Edwards (Chief Executive) and all the current Trustees as shown on Page 29 are members of the Charity. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

## 3. Financial Performance of the Charity

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiaries Respiratory Education UK and Education for Health Trading Limited.

The results of the parent company Education for Health were as follows:-

	<u>12 Months to</u> <u>31/3/2019</u>	<u>15 Months to</u> <u>31/03/2018</u>
	<u>Total</u>	<u>Total</u>
	<u>£</u>	<u>£</u>
<b>Total Income</b>	1,858,858	2,265,665
	<hr/>	<hr/>
<b>Net Expenditure for the Year</b>	(353,954)	(557,842)
	<hr/> <hr/>	<hr/> <hr/>

## 4. Donations and Legacies

12 months to      15 months  
to

	<u>General</u>	<u>Restricted</u>	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>Fund</u>	<u>Funds</u>	<u>Total</u>	<u>Total</u>
	£	£	£	£
Contribution to Bangladesh Fund	-	-	-	2,275
Golf Day	2,170	-	2,170	13,019
Sundry Donations	12,095	-	12,095	18,159
	<b>14,265</b>	<b>-</b>	<b>14,265</b>	<b>33,453</b>

#### 5. Income from Charitable Activities

		<u>12 months</u>	<u>15 months</u>
		<u>to</u>	<u>to</u>
		<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>General</u>	<u>Restricted</u>	
	<u>Fund</u>	<u>Funds</u>	<u>Total</u>
	£	£	£
Educational Activity	1,694,813	-	1,694,813
Books and Resources	3,705	-	3,705
Research Activity	14,542	-	14,542
	<b>1,713,060</b>	<b>-</b>	<b>2,082,189</b>

#### 6. Income from other Trading Activities

		<u>12 months</u>	<u>15 months</u>
		<u>to</u>	<u>to</u>
		<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>General</u>	<u>Restricted</u>	
	<u>Fund</u>	<u>Funds</u>	<u>Total</u>
	£	£	£
Room hire	770	-	770
Sundry other trading activities	29,483	-	29,483
	<b>30,253</b>	<b>-</b>	<b>22,632</b>

#### 7. Investment income

12 months 15 months  
to to



	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>Total</u>	<u>Total</u>
	£	£
Dividends and interest from listed investments	87,810	112,302
Interest on cash held	13,470	15,089
	<u>101,280</u>	<u>127,391</u>

## 8. Analysis of Incoming Resources

12 months      15 months  
to                      to  
31/03/2019      31/03/2018

Total                      Total  
£                              £

The analysis of the incoming resources attributable to each geographical area is as follows:

United Kingdom	1,850,012	2,218,356
Other – European countries	3,692	22,113
Other – rest of the world	5,154	25,196
	<u>1,858,858</u>	<u>2,265,665</u>

## 9. Staff Costs

12 months      15 months to  
to  
31/03/2019      31/03/2018

	£	£
Wages and salaries	1,259,341	1,600,479
Social security costs	113,071	146,058
Other pension costs	72,268	108,156
Health and life insurance	-	3,330
Staff recruitment costs	15,425	38,630
Redundancy costs	-	4,713
	<u>1,460,105</u>	<u>1,901,366</u>

12 months to      15 months to  
31/03/2019      31/03/2018

The average number of employees during the period was 43. They were associated with the following activities:-

	<u>Headcount No</u>	<u>Headcount No</u>
Educational activity	40	40
Books and resources	1	1
Research activity	1	1
Advocacy work	1	2
	<hr/>	<hr/>
	<b>43</b>	<b>44</b>
	<hr/>	<hr/>

<u>12 months to</u>	<u>15 months to</u>
<u>31/03/2019</u>	<u>31/03/2018</u>

The average number of full-time equivalent (FTE) employees during the period was 36. They were associated with the following activities:-

	<u>FTE No</u>	<u>FTE No</u>
Educational activity	33	33
Books and resources	1	1
Research activity	1	1
Advocacy work	1	2
	<hr/>	<hr/>
	<b>36</b>	<b>37</b>
	<hr/>	<hr/>

During the 12 months to 31 March 2019, three Trustees (2018: four) received reimbursements of personal travel and subsistence expenditure of £808 (2018: £1,004).

Except as disclosed, none of the Trustees received any remuneration during the year (2018: nil) for qualifying services.

The key management personnel of the parent Charity and the Group in 12 months to 31 March 2019 comprises the Chief Executive, Deputy Chief Executive, Director of Innovations Unit, Assistant Director of Strategic Partnerships and (interim) Director of Training and Education (15 months to 31 March 2018: Chief Executive, Deputy Chief Executive and Director of Education.) The total employee benefits of the key management personnel in 12 months to 31 March 2019 was £341k (15 months to 31 March 2018: £331k).

<u>12 months to</u>	<u>15 months to</u>
<u>31/03/2019</u>	<u>31/03/2018</u>



The numbers of employees whose emoluments were  
in excess of £60,000 (excluding employers National  
Insurance and pension contributions):-

£60,000-£70,000	1	0
£70,000 - £80,000	1	1
£80,001 - £90,000	1	2

=====

Contributions amounting to £13,478 (15 month to 31 March 2018: £23,113) were made to a defined contribution pension scheme for the above employees, in the period.

## 10. Outgoing Resources

	<u>12 months to</u> <u>31/03/2019</u>	<u>15 months to</u> <u>31/03/2018</u>
	<u>£</u>	<u>£</u>
This is stated after charging/(crediting)		
Auditor's remuneration      audit	18,403	24,000
other	-	6,840
Trustee's indemnity insurance	1,022	4,081
Payments under operating leases – fixtures and fittings	11,340	3,524
Depreciation of tangible assets	20,268	28,352
Ammortisation of intangible assets	35,359	70,981
	<u><u>          </u></u>	<u><u>          </u></u>

## 11. Expenditure on raising Funds

	<u>General</u> <u>Fund</u>	<u>Restricted</u> <u>Funds</u>	<u>12 months to</u> <u>31/03/2019</u> <u>Total</u>	<u>15 months to</u> <u>31/03/2018</u> <u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Salaries and staff costs	5,304	-	5,304	3,385
Lecturer fees and expenses	40	-	40	-
Course costs	356	-	356	782
Professional costs – management fee	18,946	-	18,946	28,233
Share of support (note 18)	3,430	-	3,430	8,027
Sundries	-	-	-	910
	<u><u>28,076</u></u>	<u><u>-</u></u>	<u><u>28,076</u></u>	<u><u>41,337</u></u>

## 12. Expenditure on Charitable Activities

	<u>General</u> <u>Fund</u>	<u>Restricted</u> <u>Funds</u>	<u>12 months to</u> <u>31/03/2019</u> <u>Total</u>	<u>15 months to</u> <u>31/12/2018</u> <u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Educational activity (note 13)	2,173,129	-	2,173,129	2,795,433
Books and resources (note 14)	5,561	-	5,561	9,375
Research activity (note 15)	22,769	-	22,769	18,328
Advocacy work (note 16)	47,914	-	47,914	92,636
	<u><u>2,249,373</u></u>	<u><u>-</u></u>	<u><u>2,249,373</u></u>	<u><u>2,915,772</u></u>



### 13. Cost of Charitable

#### Activities –

#### Educational Activities

12 months to  
31/03/2019

15 months  
to  
31/03/2018

	General	Restricted	Total	Total
	Fund	Funds		
	£	£	£	£
Course development	15,575	-	15,575	33,616
Salaries and staff costs	960,489	-	960,489	1,335,050
Lecturer's fees, travel and subsistence	283,400	-	283,400	352,997
Computer consultancy and support	59,034	-	59,034	32,248
Printing and stationery	860	-	860	2,821
Course material	589	-	589	1,054
Course accommodation	37,279	-	37,279	46,162
Postage	9,141	-	9,141	15,095
Staff development	-	-	-	1,329
Sundries and cleaning	8,231	-	8,231	11,957
Bank charges and interest	19,317	-	19,317	21,359
Catering	197	-	197	700
Professional charges	16,469	-	16,469	8,980
Registration fees	79,103	-	79,103	102,500
Material cost for bespoke learning	28,136	-	28,136	57,029
Share of support and governance (note 18)	658,452	-	658,452	762,597
Subscription	1,132	-	1,132	696
Bad debt provision	(4,275)	-	(4,275)	9,243
	<b>2,173,129</b>	<b>-</b>	<b>2,173,129</b>	<b>2,795,433</b>

Registration fees represent the cost of registering students with the University of Hertfordshire, Royal College of General Physicians, Open University together with other services provided by them and the Association for Respiratory Technology and Physiology for our accredited courses. Course development largely represents the amortisation of eLearning development in the year. Material costs for bespoke learning represent the development of material and hosting costs for non-academically accredited projects.

**14. Cost of Charitable  
Activities –  
Books and Resources**

**12 months to  
31/03/2019**

**15 months  
to  
31/03/2018**

	<b><u>General</u></b>	<b><u>Restricted</u></b>		
	<b><u>Fund</u></b>	<b><u>Funds</u></b>	<b><u>Total</u></b>	<b><u>Total</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>
Cost of items sold	1,440	-	1,440	1,440
Wages, salaries and staff costs	692	-	692	2,670
Postage and design	-	-	-	23
Professional fees	-	-	-	1,228
Share of support and governance (note 18)	3,429	-	3,429	4,014
	<b><u>5,561</u></b>	<b><u>-</u></b>	<b><u>5,561</u></b>	<b><u>9,375</u></b>

**15. Cost of Charitable  
Activities –  
Research Activity**

**12 months to  
31/03/2019**

**15 months  
to  
31/03/2018**

	<b><u>General</u></b>	<b><u>Restricted</u></b>		
	<b><u>Fund</u></b>	<b><u>Funds</u></b>	<b><u>Total</u></b>	<b><u>Total</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>
Wages, salaries and staff costs	15,694	-	15,694	9,607
Professional fees	-	-	-	4,650
Share of support and governance (note 18)	6,859	-	6,859	4,014
Miscellaneous	216	-	216	57
	<b><u>22,769</u></b>	<b><u>-</u></b>	<b><u>22,769</u></b>	<b><u>18,328</u></b>



## 16. Cost of Charitable

### Activities –

#### Advocacy

	<u>12 months to</u> <u>31/03/2019</u>		<u>15 months</u> <u>to</u> <u>31/03/2018</u>
	<u>General</u> <u>Fund</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>
Wages, salaries and staff costs	34,196	-	34,196
Professional fees	-	-	-
Miscellaneous	-	-	-
Share of support and governance (note 18)	13,718	-	13,718
	<b>47,914</b>	<b>-</b>	<b>47,914</b>
			<b>92,636</b>

## 17. Analysis of Governance and Support Costs

	<u>12 months to</u> <u>31/03/2019</u>		<u>15 months</u> <u>to</u> <u>31/03/2018</u>
	<u>Support</u>	<u>Governance</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>
Salaries and staff costs	443,730	-	443,730
Rates	6,629	-	6,629
Heat and light	7,694	-	7,694
Travel and subsistence	5,818	5	5,823
Computer consultancy and equipment	80,363	-	80,363
			109,205
Printing and stationery	9,165	-	9,165
Postage	1,776	-	1,776
Telephone	14,368	-	14,368
Staff development	5,254	-	5,254
Professional fees	21,083	-	21,083
Property maintenance	15,854	-	15,854
Sundries	6,643	-	6,643
Bank interest, charges	54	-	54
			2,050
Subscriptions	407	-	407
Depreciation	40,052	-	40,052
Insurance	6,662	1,022	7,684
Audit	-	18,403	18,403
Trustees meetings	-	98	98
Trustees expenses	-	808	808
	<b>665,552</b>	<b>20,336</b>	<b>685,888</b>
			<b>802,734</b>

**18. Allocation of Costs of  
Support and Governance**

**12 months to  
31/03/2019**

**15 months  
to  
31/03/2018**

	<b><u>General</u></b>	<b><u>Restricted</u></b>	<b><u>Total</u></b>	<b><u>Total</u></b>
	<b><u>Fund</u></b>	<b><u>Funds</u></b>	<b><u>£</u></b>	<b><u>£</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>	<b><u>£</u></b>
<b>Allocated to:</b>				
Educational activity	658,452	-	658,452	762,597
Books and resources	3,429	-	3,429	4,014
Research activity	6,859	-	6,859	4,014
Advocacy	13,718	-	13,718	24,082
Generating funds	3,430	-	3,430	8,027
	<b><u>685,888</u></b>	<b><u>-</u></b>	<b><u>685,888</u></b>	<b><u>802,734</u></b>





## 20. Taxation

No tax has been provided in the accounts of Education for Health because it is a registered Charity and much of its activity is within the exemption granted by Section 505 of the Income and Corporation Taxes Act 1988, and no taxation is due for payment. The Charity has borne VAT on expenditure where appropriate.

## 21A. Tangible Fixed Assets

<u>Group</u>	<u>Short Leasehold Property Improvements</u>	<u>Freehold Land and Buildings</u>	<u>Equipment, Fixtures and Fittings</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
At cost: 01 April 2018	46,005	690,000	181,360	917,365
Additions	-	-	40,805	40,805
Disposals	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>46,005</b>	<b>690,000</b>	<b>222,165</b>	<b>958,170</b>
Depreciation: 01 April 2018	46,005	28,610	146,570	221,185
Charge for period	-	4,459	15,809	20,268
Disposals	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>46,005</b>	<b>33,069</b>	<b>162,379</b>	<b>241,453</b>
<b>Net book values:</b>				
<b>31 March 2019</b>	<b>-</b>	<b>656,931</b>	<b>59,786</b>	<b>716,717</b>
31 March 2018	-	661,390	34,790	696,180



## 21B. Tangible Fixed Assets

<u>Charity</u>	<u>Short Leasehold Property Improvements</u>	<u>Freehold Land and Buildings</u>	<u>Equipment, Fixtures and Fittings</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
At cost: 01 April 2018	46,005	690,000	175,465	911,470
Additions	-	-	40,805	40,805
Disposals	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>46,005</b>	<b>690,000</b>	<b>216,270</b>	<b>952,275</b>
Depreciation: 01 April 2018	46,005	28,610	140,675	215,290
Charge for period	-	4,459	15,809	20,268
Disposals	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>46,005</b>	<b>33,069</b>	<b>156,484</b>	<b>235,558</b>
<b>Net book values:</b>				
<b>31 March 2019</b>	<b>-</b>	<b>656,931</b>	<b>59,786</b>	<b>716,717</b>
31 March 2018	-	661,390	34,790	696,180

Freehold land and buildings includes freehold land of £230,000 that is not depreciated.

The original cost of land and buildings before revaluation on 1 January 2014 was £599,133 including £100,000 for land that was not depreciated.

The depreciation for the period based on the original cost depreciation would have been £3,148

Net book value: £401,432.

## 22. Intangible Fixed Assets – Development Costs

<u>Group:</u>	<u>Contract Related Intangibles</u>	<u>Course Development Costs</u>	<u>Software and Website Development</u>	<u>Other</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
At cost: 01 April 2018	140,276	583,357	194,704	23,588	941,925
Additions	-	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>140,276</b>	<b>583,357</b>	<b>194,704</b>	<b>23,588</b>	<b>941,925</b>
Amortised: 01 April 2018	140,276	549,083	176,126	5,895	871,380
Charged in the period	-	15,575	15,068	4,716	35,359
<b>Balance: 31 March 2019</b>	<b>140,276</b>	<b>564,658</b>	<b>191,194</b>	<b>10,611</b>	<b>906,739</b>
<b>Net book values:</b>					
<b>31 March 2019</b>	<b>-</b>	<b>18,699</b>	<b>3,510</b>	<b>12,977</b>	<b>35,186</b>
<b>31 March 2018</b>	<b>-</b>	<b>34,274</b>	<b>18,578</b>	<b>17,693</b>	<b>70,545</b>

<u>Charity:</u>	<u>Course Development Costs</u>	<u>Software and Website Development</u>	<u>Other</u>	<u>Total</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
At cost: 01 April 2018	583,357	194,704	23,588	801,649
Additions	-	-	-	-
<b>Balance: 31 March 2019</b>	<b>583,357</b>	<b>194,704</b>	<b>23,588</b>	<b>801,649</b>
Amortised: 01 April 2018	549,083	176,126	5,895	731,104
Charged in the period	15,575	15,068	4,716	35,359
<b>Balance: 31 March 2019</b>	<b>564,658</b>	<b>191,194</b>	<b>10,611</b>	<b>766,463</b>
<b>Net book values:</b>				
<b>31 March 2019</b>	<b>18,699</b>	<b>3,510</b>	<b>12,977</b>	<b>35,186</b>
<b>31 March 2018</b>	<b>34,274</b>	<b>18,578</b>	<b>17,693</b>	<b>70,54</b>

Amortisation of intangibles (course development cost) is charged within charitable activities.

## 23. Fixed Asset Investments

	2019	2018
	£	£
<b>Group:</b>		
Listed investments		
Fair value as at 01 April 2019	3,481,951	3,671,321
Additions	665,348	802,998
Disposals proceeds	(1,275,252)	(1,125,970)
Realised and unrealised gains	64,637	133,602
	<u>2,936,684</u>	<u>3,481,951</u>
<b>Fair value at 31 March 2019</b>	<b>2,936,684</b>	<b>3,481,951</b>
Historical cost at 31 March 2018	2,511,343	2,976,532
Fixed asset investments are represented by:		
UK listed investments	2,180,566	2,615,215
Non UK listed investments	756,118	866,736
	<u>2,936,684</u>	<u>3,481,951</u>

The following represented more than five percent of the fair value of investments at:-

		31/03/2019	31/03/2018
375,436	M&G Invest Fund 3 Corp Bond Class I (GBP) inc	152,840	180,821
1,206	IShares CR GBP CRP SHS (GBP)	-	172,639
33,823	IShares II PLC Core UK Gilt UCITS ETF GBP	457,541	417,575
1,943	UBS ETF SICAV MSCI EMU SOC RES CLA EUR	154,054	205,387
10,965	UBS ETF PLC MSCI UK SOC RES UCITS ETF	-	168,022
3,489	UBS ETF SICAV MSCI USA SOC RESP UCIT USD	306,670	344,611
114,887	Charities Property Income Units	148,837	198,278

### Charity:

Investments held by the Charity also include an additional £2 (2018: £2) investment in the wholly- owned subsidiary company Education for Health Trading Limited (Company number 03281397) at cost. The Charity also owns 100% of National Respiratory Training Centre Ltd (Company number 05630081) and Respiratory Education UK (Company number 03632077, Registered Charity number 1073428) for which there is no cost of investment.

All subsidiaries are incorporated in England. Education for Health Trading Limited and National Respiratory Training Centre were dormant throughout the year and prior year.



24. Stocks	<u>Group</u>	<u>Group</u>	<u>Charity</u>	<u>Charity</u>
	<u>31/03/2019</u>	<u>31/03/2018</u>	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Books and resources	1,020	969	1,020	969

25. Debtors and Prepayments	<u>Group</u>	<u>Group</u>	<u>Charity</u>	<u>Charity</u>
	<u>31/03/2019</u>	<u>31/03/2018</u>	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Trade Debtors	294,870	197,278	294,870	197,278
Other debtors	11	64	11	64
Amounts owed by Group undertakings	-	-	143	143
Prepayments and other accrued income	45,723	48,181	45,723	48,181
	<u>340,604</u>	<u>245,523</u>	<u>340,747</u>	<u>245,666</u>

26. Creditors	<u>Group</u>	<u>Group</u>	<u>Charity</u>	<u>Charity</u>
	<u>31/03/2019</u>	<u>31/03/2018</u>	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Trade Creditors	84,481	79,309	84,481	79,309
Taxation and social security costs	50,123	59,684	50,123	59,684
Other creditors	15,953	63,121	15,953	63,121
Loan	678,314	716,618	678,314	718,618
Accruals	101,070	133,740	101,070	133,740
	<u>929,941</u>	<u>1,052,472</u>	<u>929,941</u>	<u>1,052,472</u>

Included within other creditors is an amount of £11,245, owed to UKIG (2018: £54,928), in relation to funds held on their behalf.

Financial instruments measured at amortised cost comprise a loan provided by UBS.

	<u>Group</u> <u>31/03/2019</u>	<u>Group</u> <u>31/03/2018</u>	<u>Company</u> <u>31/03/2019</u>	<u>Company</u> <u>31/03/2018</u>
	£	£	£	£
<b>Carrying amount of financial assets</b>				
Debt instruments measured at amortised cost	294,881	197,342	295,024	194,485
<b>Carrying amount of financial liabilities</b>				
Measured at amortised cost	879,818	992,788	879,818	992,788

The loan is in the form of a loan secured against the investment portfolio, with a variable 1.75% above LIBOR interest rate. The loan is included in Creditors (note 26).

## 27. Fees Received in Advance

	<u>Group</u> £	<u>Charity</u> £
At 01 April 2018	961,681	961,681
Released during period	(1,155,062)	(1,155,062)
Deferred during period	1,094,708	1,094,708
	<hr/>	<hr/>
<b>At 31 March 2019</b>	<b>901,327</b>	<b>901,327</b>
	<hr/> <hr/>	<hr/> <hr/>

## 28. Unrestricted Funds

	<u>1 April</u> <u>2018</u> £	<u>Net Incoming</u> <u>Resources/(Resources</u> <u>Expended) inYear</u> £	<u>Transfers</u> £	<u>31 March</u> <u>2019</u> £
<u>Group:</u>				
General fund	965,185	(353,954)	331,110	942,341
Trading subsidiaries	(51)	-		(51)
	<u>965,134</u>	<u>(353,954)</u>	<u>331,110</u>	<u>942,290</u>
<u>Designated funds:</u>				
Equipment, furniture, fixtures and fittings fund	34,790	-	(34,790)	-
Property reserve fund	396,184	-	(396,184)	-
Intangible fixed assets	70,545	-	(70,545)	-
 New educational technologies/IT systems	 150,000	 -	 (150,000)	 -
Development fund	250,000	-	(250,000)	
Operating fund	518,280		(163,280)	355,000
Premises fund	30,000		(30,000)	
Strategic development fund	-	-		
	<u>          </u>	<u>          </u>	<u>765,000</u>	<u>765,000</u>
 Total designated reserves	 1,449,799		 (329,799)	 1,120,000
 Unrestricted reserves	 2,414,933	 (353,954)	 1,311	 2,062,290
 Revaluation fund	 256,812		 (1,311)	 255,501
	<u>2,671,745</u>	<u>(353,954)</u>	<u>-</u>	<u>2,317,791</u>



	<u>1 April</u> <u>2018</u> £	<u>Net Incoming</u> <u>Resources/Resources</u> <u>expended) in Year</u> £	<u>Transfers</u> £	<u>31 March</u> <u>2019</u> £
<u>Charity:</u>				
General fund	965,185	(353,954)	331,110	942,341
<u>Designated funds:</u>				
Equipment, furniture, fixtures and fittings fund	34,790	-	(34,790)	-
Property reserve fund	396,184	-	(396,184)	-
Intangible fixed assets	70,545	-	(70,545)	-
New educational technologies/IT systems	150,000	-	(150,000)	-
Development fund	250,000	-	(250,000)	-
Operating fund	518,280	-	(163,280)	355,000
Premises fund	30,000	-	(30,000)	-
Strategic development fund	-	-	765,000	765,000
Total designated reserves	1,449,799		(329,799)	1,120,000
Unrestricted reserves	2,414,984	(353,954)	1,311	2,062,341
Revaluation fund	256,812		(1,311)	255,501
	<b>2,671,796</b>	<b>(353,954)</b>	<b>-</b>	<b>2,317,842</b>

During the year, in order to reflect more accurately the key strategic decisions made, we have consolidated previously designated funds to create the strategic development fund. The fund is created to support the period of change that the charity is currently undergoing. With the intention to ensure infrastructure, resource and products are fully aligned to enable delivery of our strategic aims over the next three years, including sale of premises and move to a rented property.

The operating fund is the amount required to allow students to complete programmes study.

## 29. Analysis of Net Assets Between Funds

	<u>Tangible &amp; Intangible</u>		<u>Net Current</u>	<u>31/03/2019</u>	<u>31/03/2018</u>
	<u>Fixed</u>	<u>Investments</u>	<u>Assets/(Liabilities)</u>	<u>Total</u>	<u>Total</u>
	<u>Assets</u>		<u>and Provisions</u>		
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
<b>Group:</b>					
Restricted funds:	-	-	-	-	-
Unrestricted funds:	-	-	-	-	-
Designated		1,120,000		1,120,000	1,449,799
General	495,091	1,816,684	(1,370,796)	942,290	965,134
Revaluation reserve:	255,501	-	-	255,501	256,812
	<u>751,903</u>	<u>2,936,684</u>	<u>(1,370,796)</u>	<u>2,317,791</u>	<u>2,671,745</u>

### Charity:

Restricted funds:	-	-	-	-	-
Unrestricted funds:	-	-	-	-	-
Designated	495,091	1,120,000		1,120,000	1,449,799
General	-	1,816,682	(1,370,747)	942,341	965,185
Revaluation reserve	255,501	-	-	255,501	256,812
	<u>751,903</u>	<u>2,936,686</u>	<u>(1,370,747)</u>	<u>2,317,842</u>	<u>2,671,796</u>

### 30. Commitment Under Operating Leases

The total minimum lease payments under non-cancellable operating leases are as follows:-

	<u>Group</u> <u>31/03/19</u>	<u>Group</u> <u>31/03/18</u>	<u>Charity</u> <u>31/03/19</u>	<u>Charity</u> <u>31/03/18</u>
	£	£	£	£
<b>Fixtures and fittings:</b>				
Within one year	9,334	4,499	9,017	4,499
Within two to five years	17,303	8,166	17,037	8,166
	<u>26,637</u>	<u>12,665</u>	<u>26,054</u>	<u>12,655</u>

### 31. Capital Commitments

On 31 March 2019, the Group and Charity had no tangible or intangible capital commitments (31 March 2018: £Nil).

### 32. Reconciliation of Net Income (expenditure) to Net Cash Flow from Operating

#### Activities

	<u>Group</u> <u>31/03/2019</u>	<u>Group</u> <u>31/03/2018</u>
	£	£
Net income (expenditure) for the year	(353,954)	(557,842)
Add back depreciation charge	20,268	28,352
Add amortisation intangible assets	35,359	70,981
Deduct investment income	(101,280)	(127,391)
Add losses/ deduct (gains) on investments	(64,637)	(133,602)
Loss on disposal	-	-
Decrease(increase) in stock	(51)	546
Decrease (increase) in debtors	(95,081)	(45,542)
(Decrease) increase in creditors and provisions	(182,985)	327,147
<b>Net cash used in operating activities</b>	<b><u>(742,261)</u></b>	<b><u>(437,351)</u></b>



### 33. Reconciliation of Net Income (expenditure) to Net Cash Flow from Operating Activities

	£
<b>Analysis of cash and cash equivalents:</b>	
Cash in hand at 31/03/2018	190,730
Movement in year	(71,882)
	<hr/>
<b>Cash in hand at 31/03/2019</b>	<b>118,848</b>
	<hr/>

### 34. Revaluation Reserve

The Trustees took the option in FRS 102 to measure the land and buildings at fair value at 01 January 2014. Going forward this fair value is deemed to be cost.

	<u>Valuation Sum</u>	<u>Previously Stated Net Book</u>
		<u>Value</u>
	£	£
Land	230,000	100,000
Building	460,000	324,794

Thus creating a revaluation fund of £265,206 at 01 January 2014. This led to additional annual depreciation of £4,134 (before change to estimated useful life in 2015) which is transferred from revaluation reserve to general reserve. The transfer between funds in 12 months to 31 March 2019 is to £1,311, leaving a balance in the revaluation reserve of £255,501 at 31 March 2019.

### 35. Related Party Transactions

In the period ending 31 March 2019 no related party transactions took place.

### 36. Contingent Liability

Education for Health and REUK are party to a group VAT registration effective from 01 March 2015. At 31 March 2019, there was a VAT liability of £7,072 (31 March 2018: £5,959).

### 37. Comparative Information – Consolidated Statement of Financial Activities

	<u>Unrestricted</u> <u>Fund</u> £	<u>Restricted</u> <u>Funds</u> £	<u>31/12/2018</u> <u>Total</u> £
<b><u>Income and Endowments from:</u></b>			
Donations and legacies	31,178	2,275	33,453
Charitable activities	2,081,741	448	2,082,189
Other trading activities	22,632	-	22,632
Investments	127,391	-	127,391
<b>Total Income</b>	<b>2,262,942</b>	<b>2,723</b>	<b>2,265,665</b>
<b><u>Expenditure on:</u></b>			
Raising funds	41,337	-	41,337
Charitable activities	2,909,280	6,492	2,915,772
<b>Total Expenditure</b>	<b>2,950,617</b>	<b>6,492</b>	<b>2,957,109</b>
Net (losses) gains on investments	133,602	-	133,602
<b>Net Movement in Funds for the Year</b>	<b>(554,073)</b>	<b>(3,769)</b>	<b>(557,842)</b>
<b><u>Reconciliation of Funds:</u></b>			
Total funds brought forward	3,225,818	3,769	3,229,587
<b>Total Funds Carried Forward</b>	<b>2,671,745</b>	<b>-</b>	<b>2,671,745</b>



education for health

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