

is a charitable company limited by
guarantee (number 2806910), incorporated on 5 April 1993 and registered as a charity in
England and Wales (number 1112775) and Scotland (number 2806910).

Registered office:
4 Luke Street, London, EC2A 4XW

Introduction

The members of the Board of Trustees of the Workers' Educational Association ("WEA"), who are the Trustees of the charity, and Directors and Members of the Company, have pleasure in submitting the report and accounts for the year ended 31 July 2023.

The financial statements have been prepared in accordance with the accounting policies set out in the attached financial statements and comply with the charitable company's Articles of Association, applicable law and regulations, and:

- ▶ Have been properly prepared in accordance with UK accounting standards, including FRS102, the Financial Reporting Standard applicable in the UK and Republic of Ireland and with the 2019 Statement of Recommended Practice: Accounting and Reporting for Charities; and
- ▶ Meet the requirements of the ESFA funding agreement and financial memorandum dated 31 August 2022 and issued by the ESFA.

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and also constitutes a directors' report as required by section 418 of the Companies Act 2006.

The Governance arrangements are explained in more detail in the Structure, Governance & Management section on page 26.

Further information on WEA's activities during the year and the impact these activities have had on the communities it serves is available in the Impact Report, separately published in October 2022 and available on the WEA website.

The following trustees served on the Board during the year and to date:

Crowe U.K. LLP
55 Ludgate Hill
London EC4M 7JW

Royal Bank of Scotland
250 Bishopsgate
Spitalfields, London
EC2M 4AA

Bank of Scotland
300 Lawnmarket
Edinburgh EH1 2PH

Bates Wells
10 Queen Street Place
London EC4R 1BE

Balfour & Manson
54-66 Frederick
Edinburgh EN2 1LS

Teachers' Pensions
11b Lingfield Point
Darlington
DL1 1AX

Scottish Public Pension Agency
7 Tweedside Park
Tweedbank
Galashiels
TD1 3TE

The People's Pension (B&CE Holdings Ltd.)
Manor Royal
Crawley RH10 9QP

The Pensions Trust
(closed to future accrual 31/08/2019)
Verity House
6 Canal Wharf
Leeds LS11 5BQ

WEA registered office

4 Luke Street
London EC2A 4XW

T. +44 (0) 20 7426 3450
W. wea.org.uk

Registered Charity Number
(England and Wales): 1112775
(Scotland): SC039239

Registered Company Number
(England and Wales): 2806910

Objectives and activities

In fulfilment of its charitable objects, to promote adult and general education for the benefit of the community regionally, nationally and internationally based on democratic principles in its organisation and practice, through the participation of its voluntary members, WEA built on its successes from previous years in its achievements during 2022/23, and also addressed some of its areas of development.

WEA embraces the principle that individuals and their communities have the knowledge, skills and desire to drive positive change at the local, regional, national (England and Scotland), and international level. The Association thus recognises that its role is to celebrate local variation and variety whilst serving and supporting local and regional activity.

Throughout 2022/23, WEA's objectives and activities were aligned with the 2025 Strategy as refreshed in March 2020, demonstrating a commitment to delivering broad

Scotland:

WEA Trustees agreed an investment of c. £3.4 million in WEA's digital infrastructure, new systems, and corresponding operations. Whereas the scope of work for



Strategic report

WEA is a leading adult education charity with a legacy stretching back over 120 years. WEA empowers adults through learning at all stages of life, reaching approximately 25,000 learners annually across England and Scotland.

WEA's purpose is to bring adult education within reach of everyone who needs it, fighting inequality and promoting social justice. WEA empowers adults by bringing great teaching to local communities across England and Scotland with a mission of providing access to education for adults right on their doorstep. WEA believes that the opportunity for a better future is too often made inaccessible for reasons including cost, location, and a lack

of information. WEA is committed to removing barriers to education so that individuals can improve their own life chances and have a positive impact on their communities and society as a whole.

WEA differentiates itself from further education colleges by reaching into communities where learners live and work to deliver learning in surroundings where they are familiar and comfortable. WEA emphasises smaller class sizes so that learners receive more personal care, attention, and support from tutors. To achieve this, WEA works in partnership with over 800 community-based venues and local networks across the UK and with like-minded partners internationally.

The overarching priority of WEA's long-term strategic plan is to maximise learners' chances of success by providing an outstanding level of teaching and learning, and by providing additional support to help learners overcome any barriers to learning.

WEA is committed to supporting all learners through exceptional service and high professional standards that result in an excellent quality learning experience that caters to learners' needs. WEA's aspirations are to surpass compliance and strive continually to improve teaching. To this end, WEA has implemented the largest organisational change project in recent memory – i.e., digital transformation – which has introduced best-in-class systems for learner records management, and all aspects of curriculum development and planning. Enabling more robust data reporting, WEA's new systems ensure that future decision-making around curriculum and resourcing for education delivery are based on clear, objective evidence and attention to emerging trends. As with all

WEA believes that open access to adult education creates a more equal and just society and improves outcomes for learners in terms of health, well-being, and independence. It helps individuals to meet challenges such as social isolation, lack of confidence, and low self-esteem. WEA is mindful that 43% of unemployed people in the UK report poor mental health¹. Whether in work or not, 7.1 million people in the UK have very poor literacy skills², and 9 million people report that they cannot use the internet without help³. WEA accepts estimates that 4 in 5 adults in the UK have a low level of numeracy⁴.

WEA aims to deliver a curriculum that will engage adults to develop skills, improve their everyday lives, and gain the knowledge and confidence to achieve their personal goals and connect with their communities. To enable this work, WEA will:

- ▶ Continue to drive the case for public funding at national level, and seek to secure funding from new and current sources aligned with our overall mission and values; and
- ▶ Build and share a specific evidence-based case to convince policy and funding decision-makers at a national and local level; and
- ▶ Continue to improve the WEA website and technology supporting teaching and learning to ensure the WEA offer is accessible to all.

As government funding priorities continue to shift their focus to investment in Skills for Jobs and higher-level qualifications, WEA will seek to bid successfully for funding to deliver skills for employment provision while also seeking to diversify its funding streams to ensure that community learning, arts/crafts, health and wellbeing, and cultural provision can continue to be supported. Support for provision outside the scope of Skills for Jobs will be sought through effective bidding for the public funding that does remain available, while also looking to alternative funders (e.g., government departments beyond DfE, trusts,

WEA believes that all people deserve good, sustainable work, and the opportunity to maximise their personal potential and contribution to society. WEA enables its learners to flourish through a needs-based curriculum, an innovative and learner-driven approach to teaching, learning, and assessment, and individualised personal support.

WEA is mindful that four in 10 working age adults in the UK who have no qualifications live in poverty (compared to one in 10 with a degree or more)⁵, and accepts estimates that over 7 million working age adults in the UK do not have a level 2 (GCSE or equivalent) qualification⁶. WEA re

In the interest of building sustainable income streams, WEA will seek to engage with a variety of funders to understand their needs, and to leverage its strengths and track record to create strong proposals to effectively bid for contracts, retain grants, apply for charitable funding, and to develop self-funding programmes of full-cost provision. At the same time, WEA will work to determine an achievable balance between direct and indirect operational costs and central overheads, adapting its business plans accordingly.

WEA acknowledges the inherent challenges in seeking to grow and diversify income in a period of increasing constraints on public finances and rising costs of living. To meet and overcome these challenges in 2023/24, WEA aims to:

- ▶ Retain grants and contracts from ESFA and MCAs and achieve grant status or win contracts with newly devolved authorities;
- ▶ Develop new employer sponsor relationships and trade union partnerships;
- ▶ Continue to pursue Multiply funding and build on successful initiatives in this area;
- ▶ Create a service and cost model that grows WEA's reach and empowers branches to deliver programmes and organise their work in ways that make sense for them;
- ▶ Continue to scrutinise costs to ensure clarification and the correct balance of direct teaching costs, support costs, and other operational costs.

WEA believes that it offers adults a life-changing opportunity, but that too few are aware of WEA and its impact. WEA will therefore seek to build visibility, awareness and understanding of its offer among adults who could benefit from its provision and make a strong case for grant funding from public policy and funding decision-makers.

WEA will seek to embrace the passion of its members, learners, and volunteers to support the WEA mission and to help WEA achieve the full breadth of its charitable aims. WEA will seek to improve its methods of engagement with members and volunteers at the same time as it seeks to broaden its outreach to a more diverse range of people. WEA will also seek to improve its financial performance and to ensure that its resources are used effectively and efficiently.

WEA believes that its mission can unite and motivate employees and volunteers to deliver life-changing learning to those who need it, and that it can do so in an efficient and effective way to reach as many learners as possible. WEA will continue to work toward the "good work plan reforms," ensuring greater transparency and protection for staff working under more flexible working arrangements.

WEA seeks to develop its people and build a resilient and responsive culture to embrace the opportunities and the challenges that it knows lie ahead. Through training and development experiences, WEA will aim to ensure employees and volunteers are equipped to deliver the strategy, and to deliver and respond to change in a way that is caring, innovative, and respectful. Included in this endeavour are updates and reforms to WEA's governance structures and practices nationally and locally.

In 2023/24, WEA will increase the size of its Board of Trustees from 12 to 15 members to ensure a robust collective skill set covering all areas of trustee duties and responsibilities, and to support a committee structure that can ensure the Board receives detailed specialist scrutiny and advice on matters of strategic importance. At local level, Regional Committees will be wound down in favour of implementing Local Advisory Panels who will advise on local need, the quality of the learner experience, and opportunities for WEA to extend its charitable reach. At all levels, WEA governance will embrace best practice and be supported by a professionalised governance team.

Recognising the importance of professionalised governance support, and in response to the DfE's Strengthening Governance White Paper (2021), WEA invested in its corporate governance team. Over the course of 2022/23, the governance team increased from a team of one governance professional to three corporate governance professionals (Head of Corporate Governance, and two Governance Officers) and one subject specialist in information governance, working under the supervision of a Director of Governance. The strength of governance procedures implemented by the governance team was confirmed by an internal audit in June 2023, returning adequate assurance.

WEA is aware of the risk to employee and volunteer engagement arising from the significant level of change that has been implemented progressively across the Association over the last few years. At the same time, the risk that the pace of change that has to date been tolerable to employees and volunteers may not be sufficient to satisfy external bodies' expectations is also acknowledged. With an eye toward achieving what it perceives to be a balance between these risks and the benefits of progressive change, WEA seeks to achieve the following in 2023/24:

- ▶ A structured induction of staff and volunteers at all levels to ensure they receive the information, guidance and support to perform their roles effectively and operate at all times in accordance with WEA's values and culture;
- ▶ Completion of a succession planning, talent management and external scanning programme and flexible, agile processes to reflect changing needs internally and externally;
- ▶ Review of the current pay and grading scheme for staff and contractual terms and conditions, and benchmark these against the sector to inform future remuneration decisions and/or develop alternative approaches to support WEA's strategic priorities;
- ▶ Provide innovative well-being initiatives that contribute to a positive, productive and rewarding environment;
- ▶ Deliver a professional development programme, including leadership and line management, contract management, and IT training; and
- ▶ Progress the approval of new Articles & Regulations to ensure up-to-date and fit for purpose governance of a high standard.

WEA's governance review began in 2018/19 and continues to the present. WEA has moved from a programme of "quick fixes" in 2020/21 to a programme of deeper governance reform, starting with the refresh of the committees of the Board of Trustees, and determining clearer remits for the Chair of Trustees, Vice Chair of Trustees, and Association officers, and clarifying terms of office for lay members of committees. Phase 2 of the governance review concluded in July 2022 and focused on the reform of the Board's scheme of committees and clarification of governance leadership roles.

Phase 3 of the governance review, which has focused on a comprehensive update to the Articles of Association & Regulations, and on reforming local governance, commenced at the start of the 2022/23 financial year and is now nearing completion.

Following the changes made to WEA's Articles & Regulations in December 2022 concerning the composition of the WEA Council, and the introduction of clear term limits on trustee service, it was agreed that a working group of trustees and non-trustee members of Council should be convened to oversee a thorough review and redrafting of the practical aspects of the Articles & Regulations – i.e., not the objects and principles elements. Considering that the Articles define WEA's mission, and the scope of its work as an organisation, it was agreed that redrafting work should begin with the Regulations to enable the working group to consider how WEA wished to carry out the work that it does before considering any updates to the scope of its work. A set of fully redrafted Regulations were supported by the Council and accepted in principle by the Board of Trustees (subject to legal advice, and changes to the Articles) in July 2023. It is anticipated that new Articles of Association will be considered in 2023/2024.

The project of redrafting the Articles & Regulations has been guided by the following agreed aims:

- ▶ To preserve the current objects and principles of the Association (including the specific wording that WEA provides for the educational needs of the working class);
- ▶ To conform to current sector guidance and to funders' and regulators' expectations;
- ▶ To be drafted in clear, easily understood language; and
- ▶ To avoid being overly prescriptive or operationally detailed.

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detailed: 2024-05-15 10:00:00 AM
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WEA aims to create conditions that ensure staff, volunteers and learners are treated solely on the basis of their merits, abilities and potential regardless of their gender, race, religious/political beliefs, ethnic or national origin, disability, family background, age, sexual orientation, or other irrelevant distinction.

WEA has held an IIP accreditation of Silver since November 2021. WEA considers the achievement of IIP Silver as significant, noting that IIP awards silver status to only 20% of the organisations it accredits.

WEA has also held provisional IID accreditation since 2022. Through its Human Resources team, WEA continues to work through its action plan to review, develop and embed the FREDIE (i.e., fairness, respect, equality, diversity, inclusion and engagement) principles in line with the latest Ofsted inspection framework, and to ensure that these principles are fully integrated through all aspects of business planning.

WEA's Board of Trustees will continue to monitor, scrutinise and constructively challenge WEA leadership on its effective support and development of WEA staff at all levels, and to ensure WEA remains an inclusive employer. WEA's Board of Trustees has also recognised that it has work to do to improve the diversity profile of its own membership and that of its committees and has made some recent progress toward greater diversity among its own numbers, partially through increasing the size of the Board, and partially through a greater focus on external recruitment. The Nominations Committee has made a commitment to take into consideration the diversity profile of the Board and its committees in recommending the appointment of new trustees and committee members, and in succession planning for Board and Committee leadership roles. Recruitment onto the new Local Advisory Panels has been undertaken with the aim of ensuring that the membership of each Advisory Panel reflects the diversity of its own locality. In due course, it is hoped that Local Advisory Panels will support greater diversity at other levels of governance as WEA seeks to support and develop new Advisory Panel members.

During 2022 the WEA engaged with the FE Black Leadership Group to support its work on EDI and this engagement will continue going forward.

Within WEA's education provision, EDI learner data demonstrates that WEA courses engage a significantly higher number of learners from disadvantaged backgrounds and/or with protected characteristics

compared to the national demographic profile, including learners from minority ethnic backgrounds, refugees, those with low incomes and qualifications, and those who are older and/or disabled.

WEA seeks to welcome and accommodate all learners, volunteers and staff, and is therefore working towards the highest standards of accommodation through its property strategy. Priority has been placed on ensuring full accessibility for teaching and learning spaces.

WEA recognises the importance of good mental health support and is committed to improving mental health through its curriculum and learner-centred teaching. According to WEA's Impact Report (October 2022):



Although WEA does not raise substantial amounts of private funds, it is nevertheless dedicated to ensuring that any fundraising remains closely aligned with the Association's mission and values, and to ensuring efficiency in its approach. A guiding principle in its fundraising efforts is to work with a range of partners from corporate organisations to a range of charities and associations across the UK. WEA performs due diligence on all corporate donors including any gifts in kind. WEA does not use professional fundraisers or commercial participators to conduct any fundraising activities and so no monitoring activities are required.

WEA volunteers are supported and stewarded by the Fundraising, Membership and Volunteering Team. In 2022/23, WEA did not receive any complaints regarding its fundraising activities (2021/22: 0). As of September 2020, WEA is a member of the Fundraising Regulator and as such follows the Code of Fundraising Practice.

To ensure compliance with the Charities Act 2022(F)40 (2(e an9 (

judgment, ESFA financial	<p>While WEA has previously received an Ofsted rating of "good," the new inspection framework WEA has received a rating of "good" (as defined in paragraph 10(e) of the ESFA Financial Statements Regulations 2015).</p>

Structure, governance and

WEA is a charitable company limited by guarantee (number 2806910), incorporated on 5 April 1993 and registered as a charity in England and Wales (number 1112775) and Scotland (number 2806910).

WEA is governed in accordance with the object and powers set out in its governing documents, the Articles of Association (last amended 8 December 2022) and Regulations (last amended 8 December 2022). The governing documents are available to the public through the WEA website at:

The object for which WEA was established is to promote adult and general education for the benefit of the community, regionally, nationally, and internationally based on democratic principles in its organisation and practice, through the participation of its voluntary members. In pursuit of this object, WEA has the following aims:

- ▶ Stimulating and responding to the demand for liberal education, through the direct provision of courses and other activities;
- ▶ Relieving poverty and providing for the needs of working-class people and of those who are socially, economically or educationally disadvantaged and in particular (but without limitation) by providing education and teaching skills for employment, voluntary work and social inclusion;
- ▶ Providing educational programmes for appropriate organisations concerned with collective educational needs in the community and in the workplace;
- ▶ Generally furthering the advancement of education to the end that all people in England, Scotland and other parts of the world may have full access to the education needed for their complete individual and social development; and
- ▶ Promoting the efficiency and effectiveness of charities with similar purposes and the efficient and effective application of resources for such purposes.

WEA operates at local, regional and national levels, providing adult education through its network of six English regions and Scotland, and with 153 branches and six Local Associations. Courses are created and delivered in response to local need, often in partnership with local community groups and organisations. There is a proud tradition of voluntary and democratic process within WEA. Association Members are involved in the planning and provision of courses as well as in the local and national governance of WEA.

WEA maintains staffed offices in Scotland and the English regions, the largest of which is in Leeds. WEA's registered office is in London.

Public benefit

WEA is a public benefit entity, the charitable object of which is to promote adult and general education for the benefit of the community regionally, nationally and internationally based on democratic principles in its organisation and practice, through the participation of its volunteers and members.

WEA's Trustees confirm that they have due regard for Charity Commission's guidance on public benefit and believe it to have been consistently applied, that the requirements of section 17 of the Charities Act 2011, and the new requirements related to annual reporting within the Protection & Social Investments (Charities) Bill 2016 have been fully met when exercising any powers or duties to which the guidance relates.

– The Finance
& Capital Resources Committee supported the Board
of Trustees in discharging their responsibilities to ensure

Election of association officers

Once appointed to the Board, Trustees are supported

Members of the Association make direct contributions to the governance of WEA through the election of Association Officers and the Annual Conference. In accordance with the governing documents, Association Officers are elected to office by the Association Members and subsequently appointed as Trustees, subject to assurance of their statutory eligibility.

The Annual Conference, organised by the WEA Council, provides opportunity for Association Members to receive reports from Trustees and the WEA Council on the year's activities, and to influence the overall direction of WEA through bringing forward motions for consideration.

WEA seeks to encourage diversity in its widest sense within the governance structure. The WEA's Articles of Association set out the categories from which Trustees are elected and appointed.

Co-opted Trustees: Trustees who are co-opted to the Board are sought through advertisement and/or recruitment search agencies. As part of the process for appointment, the Nominations Committee convenes a panel to oversee the shortlisting and interviewing of candidates prior to a recommendation to the full Board for approval. Co-opted Trustees are required to undertake a DBS check and to confirm their statutory eligibility to serve as a Trustee and Company Director ahead of any appointment.

Association Officers: Following election by the Association Members to the role of President, Deputy President or Treasurer, an Association Officer is appointed a Trustee ex officio, subject to interview with members of Nominations Committee (in accordance with Article 17), DBS clearance, and confirmation of their statutory eligibility to serve as a Trustee and Company Director.

Council nominees: Those Trustees who are appointed from Council are nominated by the Council. Council nominee vacancies are open to all members of WEA's Council (apart from the Association Officers, who are ex officio Trustees). Like all other Trustees, Council nominees are appointed subject to interview with members of Nominations Committee (in accordance with Article 17), DBS clearance, and confirmation of their statutory eligibility to serve as a Trustee and Company Director.

Under the new scheme of committees taking effect from 1 August 2021, a Remuneration Committee has been constituted to consider and agree the remuneration of senior post holders (i.e., the CEO/GS, Director of Finance & IT, and Director of Governance & Company Secretary).

Salaries for other Leadership Team posts are in principle set by the CEO/GS within the salary structures laid out from time to time by the People Committee and approved by the Board of Trustees, and within the scope of budget constraints agreed annually by the Board of Trustees. In practice, spot salaries for senior roles appointed to in 2023 were agreed in advance of recruitment with limited scope for negotiation at the time of offer. There were two senior appointments made during 2022/23.

Performance objectives of the CEO/GS and members of the Leadership Team are agreed each year as part of the appraisal process determined by the Board of Trustees and reflected in the Business Plan and Budget which is approved by the Board of Trustees annually in July for the

WEA has continued to progress the review of its governance to ensure that its governance structures, procedures and practices are brought up to date and aligned with the guidance set out in the Charity Governance Code (larger charities) as updated in 2020, and with DfE's statutory guidance on supporting governance. Key milestones during the year were:

- ▶ Adopting new Articles & Regulations which clarified the role and remit of WEA Council (including the inclusion of learner voice), and introduced absolute term limits for trustees;
- ▶ Removing branches and local associations from within the curtilage of WEA's formal governance, enabling their greater focus on education delivery and learner support and outreach;
- ▶ Winding down Regional Committees and planning for

	4/4	100%			
	2/3	67%			
	1/1	100%			
	1/1	100%			
	4/4	100%			
	2/3	67%			
	4/4	100%			
	4/4	100%			
	3/3	100%			
	4/4	100%			
	3/3	100%			
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					MC (4)
					T9C

WEA's Board of Trustees and its committees normally meet on a quarterly cycle of meetings so that each group would meet four times per year. Termly joint meetings of the Board of Trustees and WEA Council were implemented from the start of the 2021/22 financial year as part of efforts to support effective communication between trustees and local governing bodies.

Average attendance at meetings of the Board of Trustees in 2022/23 was 85%, excluding the three joint meetings between the Board of Trustees and WEA Council. Including these meetings, overall Trustee attendance was 76% (2021/22: 82%).

Average Trustee attendance at joint meetings of the Board of Trustees and WEA Council was 80%.

Average attendance at all Board and Committee meetings in 2022/23 was 84% (2021/22: 84%).

Trustees' declaration

Governing body's statement on the regularity, propriety and compliance with funding body terms and conditions of funding

The Charity has considered its responsibility to notify the Education and Skills Funding Agency ("ESFA") of material irregularity, impropriety and non-compliance with the ESFA terms and conditions of funding, under the financial memorandum in place between the Charity and the ESFA. As part of our consideration we have had due regard to the requirements of the financial memorandum.

We confirm, on behalf of the Charity, that after due enquiry, and to the best of our knowledge, we are not able to identify any material irregular or improper use of funds by the Charity, or material non-compliance with the ESFA's terms and conditions of funding under the Charity's financial memorandum.

We confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the ESFA.

Approved by order of the Board of Trustees on 14 December 2023 and signed on its behalf by:



Independent auditor's report to the members and trustees of the Workers' Educational Association ("WEA")

We have audited the financial statements of WEA ('the charitable company') for the year ended 31 July 2023 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- ▶ give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of 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 and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

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 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.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the

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

- ▶ the information given in the trustees' report, which includes the directors' report and the strategic 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 strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

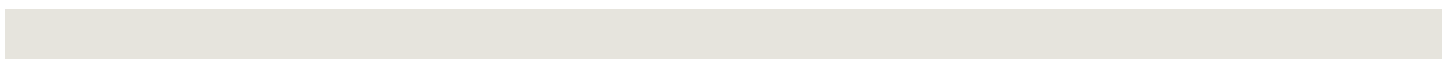
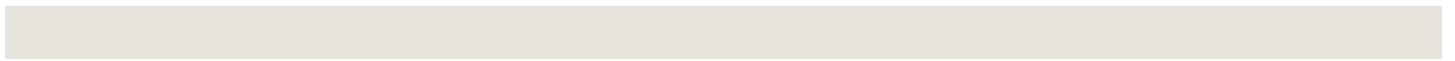
We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- ▶ adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- ▶ the financial statements are not in agreement with the accounting records and returns; or
- ▶ certain disclosures of trustees' remuneration

Extent to which the audit was considered

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a



		£'000	£'000
Fixed assets			
Tangible assets	8	4,070	4,210
Intangible assets	8	1,213	281
Total fixed assets		5,283	4,491
Debtors	9	2,050	2,071
Investments	16	6,693	2,602
Cash at bank and in hand	16	5,934	7,664
Liabilities			
Creditors: amounts falling due within one year	10	(4,696)	(2,412)
Creditors: amounts falling due after one year	10	(38)	-
Provisions for liabilities	22	(326)	(422)
Funds of the Charity			
Unrestricted funds	13	7,671	8,989
Designated funds	13	5,283	4,371
Restricted funds	13	1,946	634

The financial statements on pages 42 to 75 were approved by the Board of Trustees and authorised for issue on 14 December 2023, and are signed on its behalf by:



John Widdowson, CBE
Chair of Trustees



Simon Parkinson
CEO/GS

Cash flow statement for the year ended 31 July 2023

		£'000	£'000	£'000	£'000
Cash flows from operating activities:					
Net cash provided by operating activities	14		3,164		684
Cash flows from investing activities:					
Interest received	19	156		13	
Purchase of tangible and intangible assets	8	(1,404)		(463)	
Cash flows from financing activities:					
Sale of Fixed Assets		445		-	
Net cash provided by / (used in) financing activities			445		-

Fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised and included at cost including any incidental costs of

Notes to the financial statements for the year ended 31 July 2023

1. Accounting policies (continued)

Provisions are recognised when the following three conditions are met: the Association has a present obligation (legal or constructive) as a result of a past event; it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. The amount of the provision represents the best estimate of the expenditure required to settle the obligation at the end of the reporting period.

Contingent liabilities, including liabilities that are not probable or which cannot be reliably measured, are not recognised but are disclosed unless the possibility of settlement is considered remote. Contingent Assets are not recognised, but are disclosed where an inflow of economic benefit is probable.

WEA has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transition value, and subsequently measured at the settlement value.

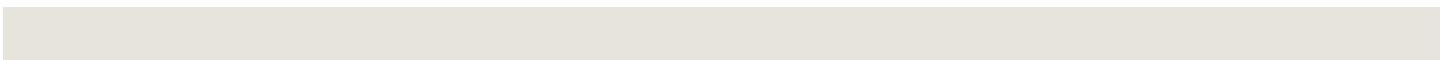
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due, or discount offered.

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

Cash at bank and in hand includes cash and investments available within twenty-four hours.

Investments are short-term highly liquid investments with a short maturity of 95 days or less.

In the application of the charity's accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results



Notes to the financial statements for the year ended 31 July 2023

4. Governance costs

External audit fees

Crowe U.K. LLP (note 7)	56	51
Crowe U.K. LLP (note 7)	20	19
Internal Audit Fees	12	11
Legal and professional fees	85	

5. Support costs

Educational provision		
Support costs - staff	5,273	5,370
Support costs - other	1,806	1,492
Facilities management	661	545
IT & communications	1,351	1,301

Notes to the financial statements for the year ended 31 July 2023

6. Staff costs

Wages and salaries	13,433	13,436
Social security costs	1,153	1,136
Pension costs	1,364	1,263
Redundancy costs	198	459

The above figure does not include agency staff employed by the Association at a cost of £123,084 (2021/22: £28,391) At the year end £34,469 (2021/22: £nil) of the redundancy costs remained unpaid.

The average number of employees during the year was 12.1 (2021/22: 12.1)

7. Analysis of charitable expenditure

Charitable expenditure includes:

	£'000	£'000
External auditors' remuneration	56	51
Other assurance services performed by external auditors*	20	19
Depreciation	526	487
Profit/(loss) on disposal of tangible assets	359	40
Operating lease charges	182	179

* Other assurance services performed by the external auditors include regularity audits to meet the conditions of ESFA/MCA contracts.

Notes to the financial statements for the year ended 31 July 2023

8. Fixed asset schedule

	£'000	£'000	£'000	£'000	
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Tangible fixed assets

At 1 August 2022	6,069	1,927	4,351	121	12,468
Additions	240	4	128	7	379
Transfers	91	-	-	(91)	-
Disposals	(409)	(1,473)	(3,023)	-	(4,905)

At 1 August 2022	2,244	1,809	4,205	-	8,258
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9. Debtors: amounts falling due within one year

	£'000	£'000
Trade debtors	348	361
Other debtors	20	76
Prepayments	246	151
Accrued Income	1,436	1,483

10. Creditors: amounts falling due within one year

	£'000	£'000
Trade creditors	733	634
Accruals	983	944
Social security & other taxes	477	541
Deferred income	2,503	

Notes to the financial statements for the year ended 31 July 2023

10a. Deferred income

	£'000	£'000
Opening balance	251	285
Amounts released	(250)	(284)
Amounts deferred	2,502	292

11. Financial commitments - leases

As at 31 July 2023, the charity has annual commitments under non-cancellable leases as follows:

Expiry date:	£'000	£'000	£'000

12. Analysis of net assets by fund

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Notes to the financial statements for the year ended 31 July 2023

	7,172	11,510	(12,811)	-	-	5,871
	485	439	(456)	(47)	-	421
	1,332	-	-	47	-	1,379
	4,371	1,404	(630)	138	-	5,283
Pension deficit	-	1,187	(739)	-	(448)	-
Restricted funds:	514	11,599	(11,474)	-	-	639
	120	1,336	(11)	(138)	-	1,307

represents the part of the Association's funds balance represented by fixed assets.

represents the balance of accumulated funds transferred from branches to regions in line with the Association's policy of ensuring balances of funds at branches are kept at levels that are sufficient, but not excessive. Part of the balance on this fund is made available each year for branches to bid into for the development of local activities supporting the WEA and the Association's regional priorities. This reserve may also be used, at trustees' discretion, to address funding gaps where use of ESFA funds is not permitted.

Workers' Educational Association trustees' annual report and accounts

Scottish Refugee Council - EU Asylum, Migration and Integration Fund: Sharing Lives Sharing Languages	4,562	-	-	-	-	4,562
Scottish Refugee Council - EU Asylum, Mitigation & Integration Fund: New Scots Integration- A Pathway to Social and Economic Inclusion	31,342	82,827	30,065	(124,002)	-	20,232
Aberdeen University - LEADER - Elphinstone Home Project	9,878	-	-	(1,258)	-	8,620
ESF Nottingham Trent University	(4,327)	909	-	3,418	-	-
ESF 19-21 Community Grants Manchester	(1,425)	403,065	-	(401,640)	-	-
ESF 19-21 Community Grants Lancashire	(21,734)	140,051	-	(118,317)	-	-
ESF 19-21 Community Grants Halton	(432)	37,366	-	(36,934)	-	-
ESF 19-21 Community Grants Liverpool	(10,221)	227,876	-	(217,655)	-	-

Notes to the financial statements for the year ended 31 July 2023

13c. Statement of funds (continued)

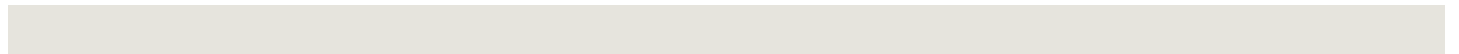
Other r

				expenditure		
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Scottish Government - Health and Social Care - Self Directed Support Project 2018-2020	10,842	11,638	-	(18,139)	-	4,341
Edinburgh College - EU Dundee AMIF	4,815	7,434	-	(12,249)	-	-
Edinburgh College - Edinburgh CBAL	525	5,000	-	(2,400)	-	3,125
Falkirk Council - Job Clubs	14,853	(9,283)	(5,570)	-	-	-
North Glasgow Housing Association - Thriving Places - 'Possibilities Project'	119	-	-	(119)	-	-
Aberdeenshire Council - Adult Education Programme	17,207	3,113	-	(7,735)	-	12,585
Aberdeen City Council - Parenting Project	12,260	-	-	(7,650)	-	4,610
Reach Out Project - General	7,456	-	-	-	-	7,456
Fife Council - Teaching Grant	25,800	15,720	(2,309)	(20,677)	-	18,534
Aberdeen City Council - Teaching Grant	5,198	7,520	-	(12,718)	-	-
Highland Council - Syrian Re-settlement Project	7,243	36,508	-	(33,628)	-	10,123
North East Scotland Colleges - Reach Out 22/24	58,522	91,619	-	(86,321)	-	63,820
Aberdeenshire Council - Home Office - ESOL Project	4,212	-	-	(4,212)	-	-
Glasgow Life AMIF	2,720	1,269	-	(3,989)	-	-
Garden Project	466	-	-	(200)	-	266
Lipman Miliband Trust	266	-	-	(266)	-	-
Adult Learning & Empowering Communities Fund (ALEC)	-	355,250	(50,750)	(304,500)	-	-
Fife Council - Revenue Grant	-	34,988	(5,138)	(29,850)	-	-
Fife Council - Teaching Grant	-	-	28,545	(28,545)	-	-
Aberdeen City Council - Revenue Grant	-	15,000	-	(15,000)	-	-
North East College - Aberdeenshire ESOL	-	17,424	28,738	(46,162)	-	-
Aberdeenun - ,850)	-	-	-	-	-	-

Workers' Educational Association trustees' annual report and accounts

ESFA Capital Grant-Energy Efficiencies	-	281,457	-	-	(9,015)
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Notes to the financial statements for the year ended 31 July 2023

(continued)

Prior Year Statement of funds (continued)

European Social Funds (ESF) and other European funding

The image shows a horizontal bar chart with seven segments. The segments alternate in color between a light teal and a darker teal. The word 'expenditure' is printed in black text within the fourth segment from the left. Below the bar chart, there are ten horizontal lines for text entry, and at the bottom, there is a solid grey horizontal bar.

Notes to the financial statements for the year ended 31 July 2023

(continued)

Prior year statement of funds (continued)

Other restricted funds

				expenditure		
Olive Cordell	4,142	-	-	-	-	4,142
Restricted Gift	500	-	-	-	-	500
Digital Lifeline Campaign	1,027	(354)	-	-	-	673
SERO Consulting - EDS Champions	-	8,000	-	(8,000)	-	-
Lloyds	-	41,190	-	(31,037)	-	10,153
Joan Freeman Legacy	2,339	-	-	(2,339)	-	-
Algy Beaven Legacy	1,375	-	-	-	-	1,375
John Rhodes Fund	9,581	-	-	-	-	9,581
Bishop Grosseteste University Lincoln Higher Raising Aspirations	4,179	-	-	(4,179)	-	-
Nottingham City Council Restart Grant	13,624	-	-	(13,624)	-	-
Leicestershire County Council SHIRE Community Grant Fund	425	3,840	-	(4,265)	-	-
Public Health Northamptonshire - Northants Weight Management	-	9,938	-	(5,483)	-	4,455
Lincolnshire ASFL	-	-	4,674	(4,674)	-	-
ESOL for Intergration	-	24,594	24,594	(49,188)	-	-
LLEP Digital Poverty	-	-	-	(4,481)	-	(4,481)
Derby Adult Learning Service	-	-	12,275	(12,275)	-	-
Lester John Desmond Legacy	1,466	-	-	-	-	1,466
Clarion Housing - Digital Skills	4,528	4,000	-	(8,528)	-	-
East of England Local Government Association (EELGA)	10,051	52,991	-	(31,645)	-	31,397
Cambridgeshire County Council	-	10,234	-	(10,234)	-	-
Cambridgeshire County Council - Cambridgeshire Skills 21-22	-	74,117	-	(74,117)	-	-
Cambridge and Peterborough Combined Authority - CPCA MCA 21-22	-	12,200	-	(12,200)	-	-
Stanley Jones - Ilford Legacy	15,125	-	-	(831)	-	14,294
Margaret Cottier Legacy	3,753	-	-	-	-	3,753
ICELP Together We Learn	37,349	-	-	(4,868)	-	32,481
GLA - National Skills Fund	-	1,416,035	(100,000)	(1,316,035)	-	-
GLA - Adult Education Budget	-	75,000	(25,000)	(50,000)	-	-
GLA - Good Work for All	-	243,604	7,761	(313,785)	-	(62,420)
100 Club	1,830	6	-	-	-	1,836
Tees Valley Combined Authority	-	51,156	-	(51,156)	-	-
North of Tyne Combined Authority	10,000	340,161	-	(350,161)	-	-
Lipman-Miliban Grant - Lipman Trust	1,613	-	-	(1,613)	-	-
MCA - 20-21 Underspend	-	10,691	-	(10,691)	-	-

Notes to the financial statements for the year ended 31 July 2023

(continued)

Prior year statement of funds (continued)

Other restricted funds (continued)

				expenditure		
RSC - Any Old Ions	14,871	-	-	88	-	14,959
RAS - Look Up to the Skies	6,737	-	-	(457)	-	6,280
Community Foundation- OneCom	-	-	-	-	-	-
Greater Manchester Combined Authority	-	1,671,568	351,706	(2,023,274)	-	-
GMCA L3 Local	-	36,356	(11,716)	(24,640)	-	-
GMCA L3 National	-	1,961	30,901	(32,862)	-	-
Liverpool City Region Combined Authority Lot 1	-	545,716	114,961	(660,677)	-	-
Liverpool City Region Combined Authority Lot 2	-	50,046	(19,017)	(31,029)	-	-
LCRCA T&L	-	9,772	468	(10,240)	-	-
LivCRCA Lot 3	-	-	2,567	(2,567)	-	-
Liverpool NHS Maternity Support Work	-	24,098	(17,041)	(7,057)	-	-
ESIF - CSI	-	18,750	3,750	(22,500)	-	-
BNO Trafford	-	-	19,750	(19,750)	-	-
WRRF Trafford	-	40,500	-	(40,500)	-	-
West of England Combined Authority	-	322,750	-	(322,750)	-	-
Fred Adler Legacy	38,868	-	-	136	-	39,004
Joan Taylor Legacy	812	-	-	-	-	812
K Smith Legacy	21,393	-	-	(518)	-	20,875
Santander	277	-	-	(277)	-	-
West Sussex Council - HKBNO Migration	-	75,000	(41,250)	(10,357)	-	23,393
Southampton CC - Quilt of Hope	-	4,510	-	(4,510)	-	-
MJT Restricted - Branch	-	-	-	(1,071)	10,000	8,929
NDY Restricted - Branch	-	-	-	-	15,000	15,000

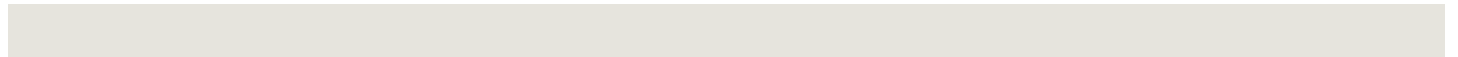
Workers' Educational Association trustees' annual report and accounts

Scottish Government - Adult Learning and Empowering Communities Fund HQ Scot Govt	-	319,000	(24,170)	(294,830)	-	-
Scottish Government - Adult Learning and Empowering Communities Fund - HQ NTTF	-	92,662		(92,662)	-	-
Scottish Government - Impact Funding Partners - PEC Fund - Women in the Highlands Project	14,583	5,168	(7,083)	(12,668)	-	-
Scottish Government - Health and Social Care - Self Directed Support Project 2018-2020	26,499	49,874	(1,330)	(64,201)	-	10,842
Highlife Highland - Open Programme	5,869	-	-	(5,869)	-	-
Edinburgh College - SE Edin ESOL	-	9,600	-	(9,600)	-	-
Edinburgh College - EU Dundee AMIF	-	21,462	-	(16,647)	-	4,815
Edinburgh College - Edinburgh CBAL	-	13,899	(5,000)	(8,374)	13,899	1-16.3609

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Workers' Educational Association trustees' annual report and accounts

Greater Manchester Combined Authority	89	-	-	(89)	-	-
Liverpool City Region	13,931	-	-	1,637	-	15,568



Notes to the financial statements for the year ended 31 July 2023

14. Reconciliation of change in resources to net cash inflows from operating activities

	£'000	£'000
Net incoming resources	1,354	827
(Gain)/loss on disposal of fixed assets	(359)	40
Depreciation	526	487
Other finance charges	1,089	650
Decrease/(Increase) in debtors	21	(241)
Increase in creditors and provisions	2,226	17
Interest received	(156)	(13)
Other finance income	(1,187)	(699)
Non cash movements in respect of FRS 102 s.28	(350)	(384)
Net cash inflow from operating activities	3,164	684

15. Return on investments and servicing of finance

	£'000	£'000
Income from investments and interest receivable	156	13
Net cash inflow for return on investments and servicing of finance	156	13

16. Analysis of change in net funds

	£'000	Cash flow £'000	£'000
Short term deposits	2,602	4,091	6,693
Bank and cash	7,664	(1,740)	5,924

17. Trustees' expenses and remuneration

The Trustees neither received nor waived any emoluments during the year.

Trustees' expenses	£'000	£'000
Trustee meeting	3	-
Trustee travel	1	1
Trustee Recruitment	7	-

The number of trustees reimbursed out of pocket travel and subsistence expenses was 3 (2021/22:2).

The Trustees hold indemnity insurance. During the year, the Association spent £3,528 (2021/22: £2,423), to purchase this indemnity insurance policy.

Notes to the financial statements for the year ended 31 July 2023

18. Pension schemes

At 31 July 2023 the pension schemes operated by the Association are the Teachers' Pensions scheme (TPS), the Scottish Public Pension Agency scheme (SPPA) and The People's Pension. Staff are auto-enrolled into these schemes based on job roles and eligibility criteria. The TPS is a defined contribution scheme with a maximum contribution rate of 12.6% (2022: 12.6%) and a maximum employer contribution rate of 8.7% (2022: 8.7%). The SPPA is a defined contribution scheme with a maximum contribution rate of 28.34658% (2022: 28.34658%) and a maximum employer contribution rate of 7.9% (2022: 7.9%). The People's Pension is a defined contribution scheme with a maximum contribution rate of 14.3% (2022: 14.3%) and a maximum employer contribution rate of 3.0% (2022: 3.0%).

Notes to the financial statements for the year ended 31 July 2023

18. Pension schemes (continued)

Discount rate	5.25%	3.48%
Inflation (RPI)	3.17%	3.20%
Inflation (CPI)	2.85%	2.84%
Deferred Revaluation: RPI max 5%	3.17%	3.20%
Deferred Revaluation: RPI max 2.5%	2.50%	2.50%
Salary Increases	4% in year, 4% thereafter	3% in year, 2% thereafter
Allowance for pension in payment increases of CPI, max 5% p.a.	2.78%	2.78%
Allowance for pension in payment increases of CPI, max 3% p.a.	2.24%	2.24%
Allowance for pension in payment increases of CPI, max 2.5% p.a. using notional commutation factors 75% of maximum	1.99%	1.98%

The mortality assumptions adopted at 31 July 2020 (2019) imply the following life expectancies (in years):

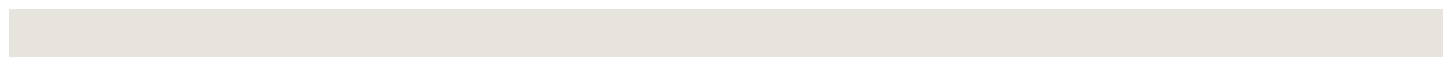
Male retiring at age 65 in 2022 (2021)	21.3	21.8
Female retiring at age 65 in 2022 (2021)	23.8	24.2
Male retiring at age 65 in 2042 (2041)	22.9	23.4
Female retiring at age 65 in 2042 (2041)	23.4	25.7

	£'000	£'000
Present value of scheme liabilities	(24,844)	(31,964)
Fair value of scheme assets	25,352	34,606
Effect of asset ceiling	(508)	(2,642)
	-	-
Liabilities	-	-
Assets	-	-

The surplus in 2021/22 and prior years is not considered a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS102.

	£'000	£'000
Opening scheme liabilities	31,964	39,935
Current service cost	-	-
Interest cost	1,089	650
Contributions by employees	-	-
Loss due to benefit changes	-	-
Actuarial loss	(6,836)	(7,491)
Benefits paid	(1,373)	(1,130)

18. Pension schemes



h) Amounts for the current and previous periods are as follows:

	£'000	£'000	£'000	£'000	£'000
Present value of scheme liabilities	(24,844)	(31,964)	(39,935)	(40,484)	(35,089)
Scheme Assets	24,844	31,964	39,935	40,484	37,911
Surplus (deficit)	-	-	-	-	2,822

* adjusted for asset ceiling, £2,642,000 (2020/21 £ 2,798,000, 2019/20 £ 20,201,282, 2018/19 £ 2,201,282, 2017/18 £ 2,201,282)

Notes to the financial statements for the year ended 31 July 2023

19. Investment income

	£'000	£'000
Interest on cash deposits	156	13
Interest on pension scheme assets	1,187	699

20. Investments in subsidiaries

