

**The Metanoia  
Institute**

**Annual Report and Financial  
Statements**

31 August 2025

Charity Registration Number  
1050175

Company Registration Number  
02918520 (England and Wales)

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**Reference and administrative details Year to 31 August 2025**

<b>Trustees</b>	Professor Sally Glen (Chair) Dotun Olaleye (Vice Chair) Kelvin Jones Nafeesa Mitha Neil Laventure (until 09/12/2024) Anthea Bamford (from 01/01/2025) Gillian McGrattan (from 27/01/2025) Heather Salway (from 09/01/2025)  The trustees are appointed by resolution for a term of up to four years and thereafter for three-year terms for a maximum of four consecutive terms.
<b>Company secretary</b>	Lauren Phipps (until 06/01/2025) Sandra Bekvalac (from 06/01/2025)
<b>Chief Executive Officer</b>	Dr Hannah Friend
<b>Director of Finance</b>	Shahzad Asghar
<b>Registered office</b>	13 North Common Road Ealing London W5 2QB
<b>Additional training premises</b>	13 Gunnersbury Avenue Ealing London W5 3XD
<b>Director of Education</b>	Paul McDermott (until 11/07/2025) Amanda Wilkinson (from 12/07/2025)
<b>Director of Clinical Training</b>	Dr Peter Pearce

**Reference and administrative details Year to 31 August 2025**

**Company registration number** 02918520

**Charity registration number** 1050175

**Auditor** Buzzacott Audit LLP  
130 Wood Street  
London  
EC2V 6DL

**Bankers** HSBC Bank plc  
46 The Broadway  
London  
W5 5JZ

**Solicitors** Bates Wells & Braithwaite LLP  
2-6 Cannon Street  
London  
EC4M 6YH

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Status and Administration**

The Metanoia Institute ("the Institute") is a charitable company limited by guarantee and was established on 8 April 1994. It is governed by a Memorandum and Articles of Association.

Metanoia Institute's registered charity number is 1050175 and the company registered number is 02918520.

The Trustees, who are also directors of the Metanoia Institute for the purposes of the Companies Act, present their annual report and audited financial statements for the year ended 31 August 2025. These have been prepared under the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and comply with the latest Office for Students' Accounts Direction.

### **Governance Structure**

Metanoia Institute's governance arrangements have been developed to ensure compliance and best practice is maintained across the organisation. It is recognised that good governance is essential to the maintenance of academic standards, the quality of the student learning experience and effective organisational management.

The Board of Trustees is the senior body acting with legal and strategic accountability for Metanoia Institute. The various authorities and actions pertaining to the Board of Trustees are detailed in two formal documents: the organisation's Articles of Governance and Articles of Association. These include: responsibility for corporate governance, corporate performance monitoring, financial stewardship and the on-going management, appraisal and support of the Chief Executive Officer.

The work of the Board of Trustees is supported by three specialist sub-committees: the Finance (FSC), Audit and Risk (ARSC), and Staffing and Remuneration (SARSC). The purpose of the Finance Sub-Committee and the Audit and Risk Sub-Committee is to assist the Board of Trustees in fulfilling their statutory financial responsibilities and in discharging their duties diligently and efficiently. The purpose of the Staffing and Remuneration Sub-Committee is to oversee and support policies and practice in relation to Human Resources functions and to make proposals to the Board of Trustees for implementation.

At the functional level, there is a clear division of responsibility between the Executive Committee (which oversees all matters pertaining to the strategic, financial and operational management of the Institute) and Academic Board (which oversees all matters pertaining to programmes, academic and student lifecycle management as well as quality assurance and enhancement).

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Governance Structure** (continued)

The **Executive Committee** comprises the Chief Executive Officer, the Director of Education, the Director of People and Culture, the Director of Clinical Training, the Director of Finance and the Head of Governance and Compliance, with the Academic Registrar, Head of Operations, Head of Marketing and Communications, Associate Director Education PGT AND Associate Director Education UGT making up the wider Senior Management Group. Its core purposes are to enact the decisions of the Board of Trustees, to manage the Institute's day-to-day operations and to be accountable for the financial management of the Institute. Furthermore, the Executive ensures that an appropriate level of consideration is given to strategic decisions, that there is accountability for those decisions and that effective leadership of, and communication with, staff across the Institute is achieved. The key responsibilities of the Executive are to deliver the strategic and operational plans of the Institute as well as to agree policies and effective implementation to support their delivery.

The **Academic Board** comprises the Chief Executive Officer (as Chair), the Director of Education (as Chair of the Education Committee), the Associate Directors of Education (one for Undergraduate and Postgraduate Research and one for Postgraduate Taught programmes), the Academic Registrar, and academic and support staff representatives along with student representatives, as well as the Chairs of the following committees: Ethics Committee; Joint Staff and Student Committee; Programme Assessment Boards.

Its core purpose is to act as Metanoia Institute's principal academic authority. The Academic Board guides the Institute's academic development, the setting and maintenance of threshold academic standards and the quality of the student experience, oversees quality assurance and enhancement and determines and authorises curriculum content.

The Academic Board is also responsible for the academic aspects of portfolio development research, learning, teaching and assessment and for overseeing the validation and review of programmes, the admission of students and all areas pertaining to academic delivery and support.

To enable the Executive Committee and Academic Board to carry out these manifold tasks, **a number of sub-committees** have been established and are operating in a deliberative context. The following report to Academic Board: Ethics Committee; Education Committee (with combined oversight of Quality, Standards and enhancement and Learning, Teaching and Assessment matters); Joint Staff and Student Committee. A number of sub-groups report to the Executive Committee: Senior Management Group; Policy Review Group; Student Fees, Funding and Hardship Committee. The Equality, Diversity and Inclusion Committee reports to Academic Board on academic matters and on corporate, institutional matters it reports to the Executive Committee. Each sub-committee is chaired by a senior manager and comprises a broad membership of staff and student representatives that encourages robust and effective ideas-generation and decision-making throughout the Institute.

Committee servicing is jointly managed by the Executive Officer and the Academic Governance Officer. The former is responsible for servicing and coordination of actions of the Board of Trustees and its sub-Committees, as well as Executive and its sub-groups and

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Governance Structure** (continued)

committees, while the Academic Governance Officer is responsible for servicing and coordinating the Academic Board and its sub-committees.

### **Vision 2023-2028**

To Lead the way in therapy education and training, cultivating an outstanding, culturally responsive, and highly skilled psychological workforce. We aim to transcend barriers, making therapy accessible to every corner of society, using our influence to create impactful and positive change.

### **Core Purpose**

1. **Education** – We will provide a transformative and enriching teaching and learning experience that empowers students to achieve their potential and inspires them to make a positive impact in their communities. We will nurture a supportive learning environment that fuels growth, sparks creativity, and cultivates critical thinking, using research to continuously explore and implement evidence-based approaches for the most effective and impactful educational experience.
2. **Training** –We will deliver programmes that integrate clinical practice with academic rigour underpinned by research to provide well-defined and flexible training pathways that lead to immediate employability across all sectors, allowing graduates to make a meaningful impact from day one.

Metanoia Institute's Strategic Aims support the pursuit of the Vision and Purpose as follows:

### **Strategic Aims**

**Strategic Aim 1:** To foster a culture of Inclusion that promotes diversity, equity and belonging for all students and staff, through inclusive teaching practices, an inclusive curriculum, and an inclusive environment.

**Strategic Aim 2:** To drive Innovation across all aspects of our institution by modernising education design and delivery methods, upgrading supporting infrastructure, enhancing our brand, and marketing efforts, and leveraging digitisation. To offer teaching, training and lifelong learning of the highest quality.

**Strategic Aim 3:** To become an Intelligence-led institution that prioritises data driven decision making, evidence-based education and practice and a student-centred approach, whilst staying ahead of emerging trends in Higher Education

**Strategic Aim 4:** To ensure the long-term Sustainability by becoming an autonomous organisation, maximising growth and income opportunities, and embedding sustainable development principles across all our plans including financial security.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Strategic Aims** (continued)

Metanoia Institute's decision to work towards Degree Awarding Powers (DAPs) is a collective reflection of the aspirations of our Board of Trustees, Executive, Administration, Support Staff and the Student Body. This particular objective is to consolidate the Institute's position in Higher Education by attaining DAPs, potentially leading to University Title, and to ensure sustainability of the organisation. The organisation has a clear route and timetable in place for the assessment phase of this process, to be concluded in early 2026.

### **Reasons for Seeking Degree Awarding Powers**

Metanoia Institute is a mature institution, having been engaged in the development, delivery, and assessment of higher education programmes since 1984.

Five of the Institute's programmes (MSc Gestalt Psychotherapy, MSc Integrative Psychotherapy, MSc Transactional Analysis Psychotherapy, MSc Contemporary Person-Centred Psychotherapy, and BA (Hons) Person-Centred Counselling) having been in continuous delivery for twenty years or more, and the DPsych is currently recruiting its twenty second cohort. Recruitment and outcomes continue to be positive, and even in the face of recent pressures faced by Higher Education, these programmes have continued to grow.

Metanoia Institute is confident that it has the capacity to act as an autonomous academic community, to determine the awards that it offers, to set and maintain the academic standards of those awards and to assure and enhance the quality of the student experience in delivering those awards.

Securing Degree Awarding powers also secures the organisation's future, allowing for innovation and growth to occur.

### **Management Structure**

The Board of Trustees of Metanoia Institute (the Institute) appoints the Chief Executive Officer (CEO), who is responsible to the Board for implementing its decisions, for the day-to-day executive direction and management of the Institute, and for the leadership of all staff.

The CEO line-manages the Director of Clinical Training; the Director of Education; the Academic Registrar; the Director of Finance; the Head of People and Culture; the Head of Operations; the Head of Marketing & Communications; the Head of Governance & Compliance; and the Executive Officer.

The Director of Education, in turn, line-manages two Associate Directors who have operational responsibility for specific parts of the academic portfolio and who also line-manage respective academic, administrative and support staff. Details of staff numbers are provided in Note 3 to the financial statements.

### **Trustee Recruitment, Appointment and Training**

During the year ending Aug 2025 the Board retained responsibility for coordinating the process for the appointment of new Trustees. This process has now been delegated to a

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Trustee Recruitment, Appointment and Training** (continued)

Nominations Committee. The Board reviews forthcoming vacancies, assesses the balance of skills and experience on the Board, and ensures recruitment and selection are carried out in line with governance best practice. Prospective Trustees are interviewed by a selection panel, normally chaired by the Chair of the Board, to assess suitability and alignment with the Institute's values and strategic priorities.

All newly appointed Trustees receive a formal induction which includes a comprehensive checklist of training materials and introductory meetings with the CEO, the Chair of the Board and other senior personnel. Ongoing training is provided to ensure Trustees remain informed on developments in higher education governance, finance, regulation and the Institute's strategic environment.

### **Remuneration of Key Management Personnel**

The Institute defines its key management personnel (KMP) as those members of the Executive Team who have authority and responsibility for planning, directing and controlling the activities of the Institute. Decisions on the remuneration of the CEO rest with the Board of Trustees. Other KMP salaries fall within a scale of £70k to £90k depending on experience. Remuneration for all KMP is reviewed annually by the Staffing & Remuneration Sub-Committee and takes account of:

- ◆ benchmark data from comparable higher education institutions and charities;
- ◆ sector salary survey information;
- ◆ the Institute's financial performance, strategic priorities and affordability considerations;
- ◆ alignment with the CUC Higher Education Senior Staff Remuneration Code.

Remuneration decisions are taken with due regard to transparency, proportionality and justification, and are subject to final approval by the Board. The Institute publishes appropriate disclosures in its staff costs note in the financial statements in line with the OfS Accounts Direction and Charity Commission/FRS 102 requirements.

### **Academic Provision**

Metanoia Institute's provision is grouped into the following distinct areas:

- ◆ Undergraduate Programmes
- ◆ Postgraduate Research provision
- ◆ Postgraduate Taught Provision
- ◆ CPD and Career Development programmes

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Academic Provision** *(continued)*

Undergraduate provision and Postgraduate Research provision are overseen by the **Associate Director for Undergraduate and Postgraduate Research** whose areas of responsibility include the following 'core' programmes:

- ◆ Bachelor of Science (Honours) Person-Centred Pluralistic Counselling (advanced practitioner);
- ◆ Bachelor of Science (Honours) Humanistic Counselling;
- ◆ Bachelor of Science (Honours) Reflective Therapeutic Practice;

*(Each of these programmes also relates to professional clinical Metanoia Diploma award)*

- ◆ The Doctorate in Psychotherapy by Professional Studies;
- ◆ The Doctorate in Counselling Psychology and Psychotherapy by Professional Studies;  
and

These programmes combine rigorous academic study with professional clinical training, ensuring that students develop both theoretical and practice-based competence in accordance with sector and regulatory expectations.

The **Associate Director of Postgraduate Taught** oversees the work of staff and students on the following programmes:

- ◆ Master of Science Contemporary Person-Centred Psychotherapy and Applications;
- ◆ Master of Science Gestalt Psychotherapy;
- ◆ Master of Science Humanistic Psychotherapy;
- ◆ Master of Science Integrative Psychotherapy; and
- ◆ Master of Science Transactional Analysis Psychotherapy.
- ◆ Master of Science Creative Writing for Therapeutic Purposes;

*(Each of these programmes also relates to a professional clinical Metanoia Diploma award)*

### **Clinical and Professional Training**

Clinical and professional training form a core part of the Institute's educational model, integrating theory, practice, and research. Training is designed to prepare students for professional registration and ethical practice across a range of modalities.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Clinical and Professional Training** (*continued*)

Clinical practice is supported through a structured placement framework that provides trainees with high-quality, supervised experience in counselling and psychotherapy. The Institute's clinical services underpin this framework, including:

- ◆ **Metanoia Counselling and Psychotherapy Service (MCPS)**, which provides affordable therapy to the public and placement opportunities for students.
- ◆ **Metanoia Schools Counselling Service (Here4You)**, which offers counselling to children and young people within school settings.

The Institute maintains ongoing engagement with professional, statutory and regulatory bodies (PSRBs) to ensure that all training programmes, placements, and quality processes meet external accreditation and commissioning standards, including NHS Talking Therapies (IAPT) requirements where relevant.

Clinical governance, supervision quality, and placement capacity are regularly reviewed to ensure that professional and ethical standards are met.

### **Professional Diplomas and Post-Qualification Pathways**

Metanoia Institute offers a range of professional clinical diplomas that are embedded within the academic award-bearing programmes. These qualifications provide the recognised practitioner training alongside the academic awards and lead to professional recognition or registration.

#### **Programmes include:**

- ◆ Diploma in Gestalt Psychotherapy
- ◆ Diploma in Humanistic Counselling
- ◆ Diploma in Humanistic Psychotherapy
- ◆ Diploma in Integrative Psychotherapy
- ◆ Diploma in Person-Centred Counselling
- ◆ Diploma in Person-Centred Psychotherapy
- ◆ Diploma in Transactional Analysis Counselling
- ◆ Diploma in Transactional Analysis Psychotherapy

## STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

### Continuing Professional Development (CPD) and Innovation

The Institute offers a comprehensive range of post-qualifying career progression programmes or employer funded training supporting professional growth and workforce development across the counselling and psychotherapy sectors.

#### Current programmes include:

- ◆ Post-Qualification Diploma in Adolescent and School Counselling
- ◆ Post-Qualification, NHS Talking Therapies licensing in PCE-CfD
- ◆ Post-Qualification Certificate and Diploma in PCE-CfD Supervision (PCE-CfDS)
- ◆ Certificate in Clinical Supervision
- ◆ Postgraduate Diploma in PCE-CfD Psychotherapeutic Counselling
- ◆ Practitioner Certificate in Creative Writing for Therapeutic Purposes

In addition, the Institute provides a portfolio of CPD workshops and professional certificates, open to students, alumni, staff and independent practitioners. These range from single-day specialist workshops to multi-day accredited programmes.

### Knowledge Exchange and Partnerships

Metanoia Institute actively contributes to knowledge exchange and service innovation through collaborative projects with universities, schools, NHS services, and voluntary sector organisations. This work enhances workforce development, supports research-informed practice, and strengthens community impact.

Partnerships with external organisations expand student placement opportunities, contribute to curriculum development, and promote engagement with evolving practice environments across the therapy and mental health sectors.

### The Student Population

Metanoia Institute's student population stood at **1,348** in 2024/25 (2023/24: **1,206**). Of these, **234 students** were enrolled on doctoral programmes, **743** on taught postgraduate programmes, **184** on undergraduate programmes, and **187** on professional programmes. This represents a modest year-on-year increase across all levels of study, reflecting continued demand for Metanoia's professionally accredited programmes in counselling, psychotherapy, and related disciplines.

Metanoia Institute recruits both nationally and internationally, with **79%** of students coming from within the United Kingdom, **1%** from the European Union, and less than **1%** from outside

## **STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

### **The student population (continued)**

the EU. Approximately **20%** of student domicile data remains unclassified. Within the UK, **50% of students** are based in London, **13%** in the South-East, and **16%** across the rest of the UK, illustrating a strong regional reach with a concentration in the capital and surrounding areas.

The Institute's student community continues to be diverse and atypical compared with the wider higher education sector. The average age across all programmes is **41** years, reflecting a high proportion of mature learners balancing study with professional and personal commitments. In terms of gender identity, **75%** of students identify as female, **22%** as male, and **1%** as non-binary, with the remaining **2%** identifying as other, transgender, or preferring not to disclose. Around **13%** of students identify as belonging to the LGBTQI+ community, **13%** come from Black, Asian, or Minority Ethnic backgrounds, and **19%** have declared a disability. These figures demonstrate Metanoia's ongoing commitment to widening participation, fostering inclusion, and supporting access for underrepresented groups across the psychological professions.

### **Quality monitoring**

Quality assurance is maintained through robust internal and external mechanisms to ensure that academic and clinical training continues to meet the highest professional and educational standards. Oversight is achieved through a combination of institutional governance, university validation, and professional accreditation processes. These include:

- ◆ Assessment Boards and Boards of Studies
- ◆ University validation, annual monitoring and periodic review (Middlesex University)
- ◆ Accreditation and engagement with Professional, Statutory and Regulatory Bodies (PSRBs), including BPS, BACP, BAC, EAP, HCPC, and UKCP
- ◆ External Examiner Reports
- ◆ Compliance with the Office for Students (OfS) Conditions of Registration

These mechanisms collectively support continuous enhancement of teaching, learning and assessment, ensuring that Metanoia Institute's programmes remain current, professionally relevant and aligned with both regulatory expectations and the Institute's strategic priorities.

### **How our activities deliver public benefit**

The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission on public benefit. The Institute's charitable objectives are achieved through the advancement of education, research, and clinical practice in counselling, psychotherapy, and counselling psychology. These activities deliver significant benefit to students, practitioners, and the wider community.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **How our activities deliver public benefit** (continued)

The Trustees and Senior Management Team consider the public benefit requirement in all strategic and operational decisions, ensuring that educational programmes, research activity, and clinical services contribute directly to the Institute's charitable purpose and its commitment to widening participation.

The Trustees have complied with the duty in Section 17 (5) of the Charities Act 2011 to have due regard to guidance published by the Charity Commission on Public Benefit.

### **Examples of public benefit with regard to our educational services include:**

- ◆ The provision of a wide range of training courses in psychological therapy, counselling, and psychotherapy.
- ◆ The delivery of workshops and continuing professional development (CPD) opportunities to meet the needs of the counselling and psychotherapy workforce.
- ◆ The opportunity for qualified practitioners to undertake additional academic and professional qualifications to enhance their expertise.
- ◆ The advancement of public learning and professional understanding of psychological therapy through research undertaken within the Institute.
- ◆ The Counselling within Schools service, which partners with schools across West London, the City, and East London, providing early access to mental health support for children and young people.

A key feature of the Institute's public benefit in education is the provision of bursaries to support access for students from a wide range of economic and social backgrounds. The Trustees believe that diversity enhances the learning environment and reflects the Institute's inclusive values.

### **Examples of public benefit with regard to clinical services include:**

- ◆ The Metanoia Counselling and Psychotherapy Service (MCPS), which provides accessible and affordable counselling and psychotherapy to the public. The service operates on a self-referral basis and is recognised as one of the largest low-cost therapy providers in London.
- ◆ Services are offered both face-to-face and online, with fees charged on a sliding scale based on clients' ability to pay. The maximum fee is £35 per session, while the minimum fee for daytime sessions is £5, typically less than 10% of standard private practice rates. The minimum fee for evening sessions is £15, with reduced rates reserved for those on benefits or in full-time study.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **How our activities deliver public benefit** (continued)

- ◆ The provision of counselling for a period of up to six months, with the option to extend for the duration of the student's placement at MCPS. By comparison, counselling accessed via local NHS Primary Care Trusts is usually limited to six or twelve sessions.
- ◆ The offer of a range of therapeutic modalities, giving clients the choice of approach best suited to their needs. The service also collects and reports client self-report outcome measures to monitor the quality and impact of its work.

Through these educational and clinical activities, Metanoia Institute fulfils its charitable purpose by promoting mental health and wellbeing, widening access to psychological education and training, and providing affordable therapeutic support to the public.

### **Achievements and performance**

The Institute's principal activity remains the provision of training courses in counselling, psychotherapy, counselling psychology and other associated psychological therapies. Metanoia also operates a lower-cost clinical service, which contributes both to the training of students and to the delivery of public benefit by providing accessible therapy to the local community.

Throughout the year, the Institute maintained stable operations and continued to deliver all programmes in line with its academic calendar. There have been no significant changes in the policies adopted to achieve its charitable objectives, apart from the regular annual review of policies to ensure compliance with regulatory and statutory requirements, including those of the Office for Students (OfS), the Charity Commission and professional, statutory and regulatory bodies (PSRBs).

Teaching is delivered primarily through the services of qualified trainers and practitioners in counselling, psychotherapy and counselling psychology, many of whom are established professionals within the healthcare and education sectors. Courses are offered on a part-time basis, typically at weekends, and normally lead to a qualification after three or more years of study. This flexible delivery model continues to attract mature learners and working professionals from across the UK and internationally.

The Institute secured new funding linked to its Counselling in Schools initiative, supporting both applied research and the expansion of services to children and young people. This activity aligns with the Institute's charitable purpose of promoting psychological wellbeing through education and practice.

Metanoia Institute also continued to invest in its rolling programme of property repairs and replacements, ensuring that teaching, clinical and office facilities are maintained to a high standard. During 2024/25, improvements were made to classroom environments, accessibility, and digital infrastructure supporting teaching delivery

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Achievements and performance** (continued)

#### **Premises**

Metanoia Institute owns its two principal properties at 13 North Common Road and 13 Gunnersbury Avenue, which together accommodate its academic, administrative and clinical activities. The combined estimated market value of the properties remains approximately £6 million based on recent internal assessment. Both sites continue to provide suitable facilities for teaching, research and student services.

## **FUTURE PLANS**

### **Attaining Degree Awarding Powers**

A major focus is preparing for the acquisition of degree-awarding powers, which is targeted for early 2026. This requires investment in infrastructure, governance, academic processes, and staffing, all of which will be reflected in financial planning.

### **Education and Training Delivery**

Metanoia continues to provide dual delivery approach, originally a product of the pandemic. However, this has now been further incorporated into to future plans and programme revalidation to encompass a greater level of formal blended learning. This aligns with our strategic aims to increase accessibility to training and to diversify the psychological workforce, by increasing flexibility.

The Institute will provide sufficient face-to-face teaching opportunities to ensure the continuity of the fundamentals of Metanoia Institute training; those being teaching which fosters relational learning and requires interpersonal, experiential opportunities. However, high-quality teaching and learning will also be offered online, producing a blended offer.

### **Investment in Digital Infrastructure**

The Institute continues to invest in its digital infrastructure, including the implementation of Quercus, the new student information system, to enhance operational efficiency and the overall student experience.

Financial plans reflect the ongoing costs associated with system upgrades, user training, and IT support.

### **Real Estate and Space Management**

Financial commitments toward estates maintenance, space management, and possible expansion or optimisation of facilities are a part of future planning, including potential revenue generation from room rentals.

## **FUTURE PLANS** (continued)

### **Staff Development and Organisational Change**

Investment in staff development is ongoing, to ensure that employees are equipped to handle ongoing change, particularly in light of leadership transitions and organisational growth. This includes training, leadership development programs, and efforts to maintain high levels of staff engagement.

## **FINANCIAL REVIEW**

### **Financial performance**

The incoming resources for the year amounted to £7,456,419 (2024: £5,963,737). This represents an increase of 25% on the previous year. This significant growth is primarily attributed to a rise in student enrolments across academic programmes, which has consequently increased tuition and related income streams. The uplift also includes a moderate increase in investment income, reflecting improved returns on cash deposits during the year.

Expenditure for the year amounted to £6,968,134 (2024: £5,834,233), an increase of £1,133,901 (19%). This rise corresponds with a higher volume of teaching and student activity, leading to proportionate increase in academic delivery costs, staffing and student support. The overall cost profile remains consistent with the institute's financial plans and reflect continued investment in maintaining academic quality and institutional sustainability.

As a result of the above, surplus for the year was £488,285 (2024: surplus of £129,504).

### **Reserves policy and going concern**

The Trustees define free reserves in accordance with Charity Commission guidelines in that they are generally unrestricted funds less tangible fixed assets, net of any related loans and excluding designated funds.

The Trustees have reviewed the Institute's reserves policy and have decided to set free reserves at the equivalent of three months operating expenses, which approximates to £1,725,000. Trustees have agreed to review the level of reserves annually to ensure the appropriateness of the agreed level and any action required to adjust funds held in reserves. At 31 August 2025, free reserves amounted to £3,204,955 (2024: £2,666,452) which is above the target. However, future plans include significant capital investment within the next two years and reserves are being held above target to achieve this plan.

### **Reserves policy and going concern**

After making appropriate enquiries, including student enrolment numbers for 2025/26 academic year the Board of Trustees considers that the organisation has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

We do not have a pension liability. We do have funds invested within a high street bank.

**FINANCIAL REVIEW** (continued)

**RISK MANAGEMENT**

The Trustees have formally re-assessed and reviewed the major risks to which the Institute is exposed to. Particular attention has been paid to the risks associated with the economic climate. The effectiveness of control systems in mitigating the Institute's exposure to these risks have also been assessed. The key risks to the Institute, and measures to mitigate these risks, are listed below:

- ◆ Reputation – The Institute maintains quality and standards and ensures compliance in all areas, whilst also ensuring student involvement and engagement.
- ◆ Technology – The Institute ensures systems are up to date, encrypted and appropriate for business purposes and processes.

Risk assessment continues to be an ongoing process at the Institute.

**FUNDRAISING STATEMENT**

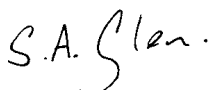
The Institute does not actively solicit donations from the public and is not registered with the Fundraising Regulator. No professional fundraisers or commercial participators were engaged during the year to carry out fundraising activities on behalf of the Institute.

The Institute has not signed up to any voluntary fundraising regulation schemes or codes of practice, and no such undertakings are in place.

Should the institute receive any ad-hoc donations in future, these would be managed in accordance with its internal financial controls, data protection obligations (GDPR), and relevant charity regulations.

As the Institute does not undertake public fundraising activities, no complaints were received in relation to fundraising during the year.

Trustees' Report approved by the Trustees on 25 November 2025 and signed on their behalf by: Professor Sally Glen



Chair of Trustees

11 December 2025

## Statement of Corporate Governance and Internal Control Year to 31 August 2025

The following statement is provided to enable readers of the annual report and financial statements of Metanoia Institute to obtain a better understanding of its governance and legal structure. The statement covers the period from 1 September 2024 to 31 August 2025 and up to the date of the approval of the annual report and financial statements.

Metanoia Institute endeavours to conduct its business;

1. Having due regard to the UK Corporate Governance Code in so far as it is applicable to the Higher Education Sector.
2. Complying with Office for Students on-going conditions or regulations and terms of conditions of funding as well as other regulatory responsibilities.

We continue to have due regard to the UK Corporate Governance code and the Charity Governance Code, and we apply the CUC (Committee of University Chairs) Governance Code on a comply or explain basis as per the expectation of the Office for Students one of our main regulators. We have reported on our Corporate Governance arrangements by drawing upon best practice available, including those aspects of the UK Corporate Governance Code that we consider relevant to the Higher Education Sector.

The Board of Trustees recognises that as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

The Institute's governing body, the Board of Trustees, comprises members who are all independent of management and free from any relationship that could materially interfere with the exercise of their independent judgement. In accordance with the *Office for Students' Public Interest Governance Principles (Annex B)*, the Board includes a designated independent member, Professor Sally Glen, who also serves as Chair of the Board of Trustees. Professor Glen brings extensive leadership experience in higher education and ensures effective oversight of regulatory compliance, governance, and strategic planning.

All formal members of the Board of Trustees are independent, and the Chair of the Board of Trustees is considered to be a designated independent member with key knowledge and expertise relating to OfS expectations, regulatory obligations (including fraud prevention), and our strategy and future planning.

### Legal Status

The Metanoia Institute is a Registered Charity and a Private Limited Company by guarantee without share capital use of limited exemption.

The Board of Trustees confirm that they have due regard for the Charity Commission's guidance on public benefit and that the required statement appears elsewhere within these financial statements.

## Statement of Corporate Governance and Internal Control Year to 31 August 2025

### The Board of Trustees

The members who served on the Board of Trustees during the year and up to the date of signature of this report are listed below. The next AGM is due to take place in February 2025.

<b><u>Board of Trustees</u></b>					
<b>Name</b>	<b>Category of Membership</b>	<b>Date first appointed</b>	<b>Expiry of Term in office</b>	<b>Date of Reappointment / Retirement</b>	<b>Attendance 01/09/24 - 31/08/25</b>
Professor Sally Glen	Chair	01/09/2022	01/09/2026	N/A	4 of 4
Kelvin Jones	Trustee	26/11/2019	26/11/2026	N/A	3 of 4
Dotun Olaleye	Trustee	10/05/2016	22/02/2027	N/A	3 of 4
Nafeesa Mitha (Timmins)	Trustee	03/02/2022	03/02/2026	N/A	2 of 4
Neil Laventure	Trustee	11/01/2023	11/01/2027	Resigned 09/12/2024	0 of 4
Anthea Bamford	Trustee	01/01/2025	01/01/2029	N/A	2 of 4
Gillian McGrattan	Trustee	27/01/2025	27/01/2029	N/A	3 of 4
Heather Salway	Trustee	09/01/2025	01/09/2029	N/A	3 of 4
<b><u>In Attendance:</u></b>					
Dr Hannah Friend	Chief Executive Officer	N/A	N/A	N/A	N/A
Shahzad Asghar	Finance Director	N/A	N/A	N/A	N/A
Sandra Bekvalac	Company Secretary	N/A	N/A	N/A	3 of 4
Kirsten Clayton	Servicing officer	N/A	N/A	N/A	N/A
* N.B. The term of office is given here as a maximum period of four renewals of a four-year term, as described in the Articles of Association. Dates highlighted in red indicate a contravention of this rule.					
<b><u>Audit and Risk Committee</u></b>					
<b>Name</b>	<b>Category of Membership</b>	<b>Term</b>			
Nafeesa Mitha	Chair	3 years			
Sally Glen	Trustee	3 years			
Anthea Bamford	Trustee	3 years			
Heather Salway	Trustee	3 years			
Kelvin Jones	Trustee (until Q2)	3 years			
<b><u>In Attendance</u></b>					
Dr Hannah Friend	Chief Executive Officer	N/A			
Shahzad Asghar	Finance Director	N/A			
Sandra Bekvalac	Company Secretary	N/A			
Kirsten Clayton	Servicing Officer	N/A			

## Statement of Corporate Governance and Internal Control Year to 31 August 2025

### The Board of Trustees (continued)

<b><u>Finance Committee</u></b>		
<b>Name</b>	<b>Category of Membership</b>	<b>Term</b>
Dotun Olaleye	Chair	4 years
Sally Glen	Trustee	4 years
Anthea Bamford	Trustee	4 years
<b><u>In Attendance</u></b>		
Dr Hannah Friend	Chief Executive Officer	N/A
Shahzad Asghar	Finance Director	N/A
Sandra Bekvalac	Company Secretary	N/A
Kirsten Clayton	Servicing Officer	N/A

<b><u>Staffing and Remuneration Committee</u></b>		
<b>Name</b>	<b>Category of Membership</b>	<b>Term</b>
Gillian McGrattan	Chair	4 years
Sally Glen	Trustee (Chaired the first meeting of the year - Nov 24)	
Kelvin Jones	Trustee	4 years
Heather Salway	Trustee	4 years
<b><u>In Attendance</u></b>		
Dr Hannah Friend	Chief Executive Officer	N/A
Christopher Talbot	Director of People and Culture (until Mar 25)	N/A
Claire Bond	Interim Director of People and Culture (replaced Chris Talbot for meeting of Jul 25)	N/A
Sandra Bekvalac	Comp Secretary	N/A
Kirsten Clayton	Servicing Officer	N/A

<b><u>Director of Finance Changes</u></b>		
<b>Name</b>	<b>Start Date</b>	<b>Leaving Date</b>
Shahzad Asghar	20/11/2023	N/A

### Board of Trustees' interests

The Board of Trustees are shown above and except for any instance mentioned above have served throughout the year. None of the Board of Trustees have any interests within the company.

The Secretary to the Board of Trustees maintains a register of financial and personal interest of the members of the Board of Trustees and senior post holders.

**The Board of Trustees** (continued)

***Statement of trustees' responsibilities***

The Trustees (who are also directors of The Metanoia Institute for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company 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 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 the Republic of Ireland (FRS 102);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Each of the Trustees confirms that:

- ◆ so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**The Board of Trustees** (continued)

**Meeting Procedures**

Formal agendas, papers and reports are supplied to the Board of Trustees in a timely manner, prior to Board meetings. Briefings are also provided on an ad hoc basis. Reports include overall financial performance of the organisation together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety issues. The Board of Trustees met 4 times in 2024/25.

The Board of Trustees receives advice on the conduct of its business from three committees. Each committee has its own terms of reference which have been approved by the Board of Trustees. These committees are, the Finance Sub-Committee, Staffing and Remuneration Sub-Committee and the Audit and Risk Sub-Committee.

Metanoia Institute has a strong and independent non-executive element and no individual or group dominates its decision-making process. The organisation considers that each of its non-executive members is independent of management and free from any business or other relationship which could materially interfere with exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair and Accounting Officer are separate.

Full minutes of all meetings, except those deemed to be confidential by the Board of Trustees, are published on the organisation website.

**Appointment to the Board of Trustees**

Appointment to the Board of Trustees are matters for consideration of the Board of Trustees as a whole.

**Board of Trustees Performance**

The Board of Trustees have made a strong contribution to the improvements made in 2024/25 through the setting of challenging targets with regular scrutiny of performance. There is strong performance management at Board meetings. The Board of Trustees provide robust scrutiny and challenge. Trustees are pro-active in their oversight of the organisation and are involved in the planning and discharging of Board business. An independent review of the Board performance was carried out during 2024/25. A number of actions were identified and a plan has been put in place to address the actions.

**COMMITTEES**

***Audit and Risk Sub-Committee***

The Audit and Risk Sub-Committee is responsible to the Board of Trustees in discharging its responsibilities for monitoring the integrity of the Institute's financial statements, the effectiveness of financial controls with regard to internal risk assessment and the performance and objectivity of external auditors. The Committee is responsible for the following:

**COMMITTEES** (continued)

***Audit and Risk Sub-Committee*** (continued)

- ◆ To appoint external auditors and agree the audit fee, meet with the external auditors to discuss the scope and nature of the audit and to discuss the findings included within the management letter and management responses.
- ◆ To satisfy itself that all public funds received by the Institute are managed in line with regularity, propriety, and value for money.
- ◆ To satisfy itself that satisfactory arrangements are in place to promote best value, and to monitor other performance as shall be deemed to be reliable and appropriate measures of effectiveness.

**Finance Sub-Committee**

The Finance Committee oversees Metanoia Institute's financial reporting process, including the internal control structure and procedures for financial reporting and monitoring the integrity and appropriateness of the financial statements. The Committee monitors and reviews projected levels of income and expenditure across each Faculty and the whole Institute. It ensures an effective framework is in place to review performance against budget and to recommend improvements to accounting policies, systems, and procedures.

**Staffing and Remuneration Sub-Committee**

The Staffing and Remuneration Sub-Committee oversees and supports policies and practices in relation to Human Resources functions and to make proposals to the Board of Trustees for implementation. The Committee also report on Health and Safety issues. Terms of Reference of the Committees can be found on our website.

**INTERNAL CONTROL**

**Scope of responsibility**

The Board of Trustees is ultimately responsible for the organisations system of internal control and for reviewing its effectiveness. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the organisations policies, aims and objectives, whilst safeguarding the public funds and assets. The Chief Executive Officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure and can only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to

**INTERNAL CONTROL** (continued)

**The purpose of the system of internal control** (continued)

identify and prioritise the risks to the achievement of organisation policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place at the organisation for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the organisation is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there was a formal on-going process for identifying, evaluating and managing the Institutes significant risks that had been in place for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements.

**The risk and control framework**

The system of internal control is based on a framework of regular management information, administrative procedures including the segregation of duties, and a system of delegation and accountability. It includes:

- ◆ comprehensive budgeting systems with an annual budget which is reviewed and agreed by the Board of Trustees
- ◆ regular reviews by the Board of Trustees of periodic and annual financial reports which indicate financial performance against forecasts
- ◆ setting targets to measure financial performance
- ◆ the adoption of formal project management disciplines, where appropriate.

**Review of effectiveness**

As the Accounting Officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. The Chief Executive Officer review of the effectiveness of the system of internal control is informed by:

- ◆ the work of the external auditors;
- ◆ the work of the senior managers within the organisation who have responsibility for the development and maintenance of the internal control framework; and
- ◆ comments made by the organisation's financial statements and regularity auditors in their management letters and other reports.

There are no significant internal control weaknesses reported for the period.

**INTERNAL CONTROL** (continued)

**Review of effectiveness** (continued)

The Executive receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments. The senior management team and the Audit and Risk Committees also receive regular reports, which include recommendations for improvement. The Audit and Risk Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Board of Trustees agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit and Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its July 2024 meeting, the Board of Trustees, carried out the annual assessment for the year ended 31 August 2025 by considering documentation from the senior management team, and taking account of events since 31 August 2024.

Based on above and reports by the Chief Executive Officer, the Board of Trustees is of the opinion that the organisation has an adequate and effective framework for governance, risk management and control to manage the achievements of the organisation's objectives for the year ended 31 August 2025 and it has fulfilled its statutory responsibility for "the effective and efficient use of resources, the solvency of the institution and the safeguarding of their assets".

**Regularity, propriety, and compliance**

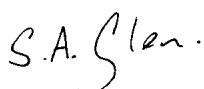
The organisation has considered its responsibility to notify the Office for Students of material irregularity, impropriety and non-compliance with Office for Students terms and conditions of funding.

We confirm, on behalf of the organisation, that after due enquiry and to the best of its knowledge, the Board of Trustees believes it is able to identify any material irregularity or improper use of funds by the organisation, or material non-compliance with terms and conditions of funding under the organisation's financial regulations. As part of our consideration, we have had due regard to our financial regulations. 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 Office for Students.

**Going Concern**

Details on Board's going concern assessment are set out on page 15.

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



Professor Sally Glen  
Chair of Trustees  
Date: 11 December 2025



Dr Hannah Friend  
Chief Executive Officer  
Date: 11 December 2025

**Independent auditor's report to the members of The Metanoia Institute**

**Opinion**

We have audited the financial statements of The Metanoia Institute (the 'charitable company') for the year ended 31 August 2025 which comprise the statement of financial activities (including the statement of changes in reserves), the balance sheet, the 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 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 August 2025 and of its income and expenditure, changes in reserves and cash flows for the year then ended;
- ◆ have been properly prepared in accordance with UK Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006;
- ◆ where applicable, funds from whatever source administered by the provider for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- ◆ where applicable, funds provided by the OfS and by Research England have been applied in accordance with the relevant terms and conditions; and
- ◆ meet the requirements of the Office for Student's Accounts Direction.

We have nothing to report in respect of the following matter in relation to which the OfS Accounts Direction requires us to report to you if, in our opinion:

- ◆ the charitable company's grant and fee income, as disclosed in note 1 to these Financial Statements has been materially misstated.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

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

**Other information**

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- ◆ the information given in the Trustees' report, which is also the directors' report 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 Trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

**Matters on which we are required to report by exception** (continued)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept; or
- ◆ the financial statements are not in agreement with the accounting records; 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.

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

**Auditor's responsibilities for the audit of the financial statements** (continued)

- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011), Companies Act 2006, those that relate to data protection (General Data Protection Regulation), certain conditions of OfS registration including compliance with the OfS' latest Accounts Direction; and
- ◆ identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- ◆ used data analytics to investigate the rationale behind any significant or unusual transactions;
- ◆ tested authorisation controls on expenditure items, ensuring all expenditure was approved in line with the charitable company's financial procedures; and
- ◆ Performed substantive testing over fee income to gain assurance that the income recognised was materially complete.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

**Auditor's responsibilities for the audit of the financial statements** (continued)

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](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.

Shachi Blakemore, Senior Statutory Auditor  
Buzzacott Audit LLP  
Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

**Statement of financial activities** Year to 31 August 2025  
**(including income and expenditure statement)**  
 (which includes statement of changes in reserves)

	Notes	Restricted 2025 £	Unrestricted 2025 £	Total 2025 £	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £
<b>Income from:</b>							
Investments		—	138,168	138,168	—	121,572	121,572
Charitable Activities							
. From Educational Services		32,973	7,089,043	7,122,016	38,971	5,592,393	5,631,364
. From Clinical Services		21,531	174,704	196,235	54,447	156,354	210,801
<b>Total Income</b>	1	<b>54,504</b>	<b>7,401,915</b>	<b>7,456,419</b>	93,418	5,870,319	5,963,737
<b>Expenditure on:</b>							
Charitable Activities							
. Educational Services		32,973	6,540,625	6,573,598	40,497	5,263,309	5,303,806
. Clinical Services		21,531	373,005	394,536	54,447	475,980	530,427
<b>Total Expenditure</b>	5	<b>54,504</b>	<b>6,913,630</b>	<b>6,968,134</b>	94,944	5,739,289	5,834,233
<b>Statement of changes in reserves:</b>							
Net income (deficit) and net movement in funds before transfers for the year	2	—	488,285	488,285	(1,526)	131,030	129,504
Transfers between funds		(24,882)	24,882	—	—	—	—
Net movement in funds after transfers		(24,882)	513,167	488,285	—	—	—
<b>Reconciliation in funds:</b>							
Total Funds brought forward 1 September		24,882	4,852,218	4,877,100	26,408	4,721,188	4,747,596
Total Funds carried forward 31 August		—	5,365,385	5,365,385	24,882	4,852,218	4,877,100


All gains and losses recognised in the year are included in the statement of financial activities.

The notes on pages 36 to 43 form part of these financial statements.

## Balance sheet 31 August 2025

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Fixed assets</b>					
Tangible assets	6		<b>2,135,548</b>		2,185,766
<b>Current assets</b>					
Debtors	7	<b>168,686</b>		152,020	
Cash at bank and in hand		<b>2,740,059</b>		870,942	
Short-term deposits		<b>2,954,420</b>		3,175,263	
		<b>5,863,165</b>		4,198,225	
<b>Creditors:</b> amounts falling due within one year	8	<b>(2,633,328)</b>		(1,506,891)	
<b>Net current assets</b>			<b>3,229,837</b>		2,691,334
<b>Total net assets</b>			<b>5,365,385</b>		<b>4,877,100</b>
<b>The funds of the charity:</b>					
Unrestricted funds:					
. Fixed assets fund	11		<b>2,135,548</b>		2,185,766
. Designated funds	11		—		—
. General funds	11		<b>3,229,837</b>		2,666,452
Restricted funds	11		—		24,882
			<b>5,365,385</b>		<b>4,877,100</b>

Approved by the Trustees and authorised and signed on their behalf by:

  
Professor Sally Glen

Chair of Trustees

Date: 11 December 2025



Dr Hannah Friend

Accountable Office

Date: 11 December 2025

The notes on pages 366 to 43 form part of these financial statements

The Metanoia Institute

Company Registration Number 02918520 (England and Wales)

## Statement of cash flows 31 August 2025

	Notes	2025 £	2024 £
<b>Cash provided by (used in) from operating activities:</b>			
Net cash provided by (used in) operating activities	A	<b>1,526,581</b>	(51,741)
<b>Cash flows from investing activities:</b>			
Interest received from investments		<b>138,168</b>	121,572
Purchase of tangible fixed assets		<b>(16,475)</b>	(6,805)
Purchase of deposit accounts		—	(1,600,728)
Movement in short term deposits		<b>220,843</b>	—
<b>Net cash provided by investing activities</b>		<b>342,536</b>	(1,485,961)
<b>Change in cash and cash equivalents in the year</b>		<b>1,869,117</b>	(1,537,702)
<b>Cash and cash equivalents at 1 September</b>	B	<b>870,942</b>	2,408,644
<b>Cash and cash equivalents at 31 August</b>	B	<b>2,740,059</b>	870,942

### Notes to the statement of cash flows for the year to 31 August:

#### A Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>488,285</b>	129,504
<b>Adjustments for:</b>		
Depreciation charge	<b>66,693</b>	92,544
Interest from investments	<b>(138,168)</b>	(121,572)
(Increase)/decrease in debtors	<b>(16,666)</b>	43,200
Increase/(decrease) in creditors	<b>1,126,437</b>	(195,417)
<b>Net cash provided by (used in) operating activities</b>	<b>1,526,581</b>	(51,741)

#### B Analysis of cash and net debt

	2025 £	2024 £
Cash at bank and in hand	<b>2,740,059</b>	870,942
<b>Total cash and cash equivalents</b>	<b>2,740,059</b>	870,942

The Institute held no net debt as at 31 August 2025 (2024: nil).

**Basis of accounting**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

**Basis of preparation**

These financial statements have been prepared for the year to 31 August 2025 and are rounded to the nearest pound.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Office for Students' latest Accounts Direction.

The charity constitutes a public benefit entity as defined by FRS 102.

**Critical accounting estimates and areas of judgement**

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- ◆ estimating the useful economic life of tangible fixed assets; and
- ◆ the allocation of support costs to charitable activities.

**Assessment of going concern**

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements and have considered relevant factors for a period of at least twelve months from the date of approval.

The Institute ended the financial year with a strong balance sheet, including cash and short-term deposits of £5.7 million and no external borrowings. Student enrolments for 2025/26 remain robust, and the Institute continues to generate positive operating cash flows. Based on current forecasts and budgets, the Trustees are satisfied that the Institute has adequate financial resources to meet its obligations as they fall due.

Accordingly, the Trustees consider that there are no material uncertainties that may cast significant doubt on the ability of the Institute to continue as a going concern and have therefore adopted the going concern basis in preparing these financial statements.

**Debtors**

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid.

**Cash at bank and in hand**

Cash at bank and in hand represents such financial statements and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year are disclosed as short-term deposits.

**Creditors**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors are recognised at the amount the charity anticipates it will pay to settle the debt.

**Financial instruments**

The organisation 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.

**Fund accounting**

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the Trustees in furtherance of the general charitable objectives.

Designated funds are used for specific purposes as agreed by the Trustees. Expenditure which meets these criteria is charged to the funds.

Restricted funds are used for specific purposes as stated by the Awarding Body. Expenditure which meets these criteria is charged to the fund.

**Income**

Income includes course fees, clinic charges, grants and investment income. Income is recognised in the year in which the charity is entitled to receipt, it is probable the charity will receive the income, and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled or where the funder has specified that the income is to be expended in a future accounting period.

Other income, which is disclosed separately in note 1b to these financial statements, is recognised on the same basis as grant income, i.e., when entitlement exists, receipt is probable, and the amount can be measured reliably. This includes sources such as membership fees, interest received, and ad hoc receipts not classified elsewhere.

**Expenditure**

All expenditure is accounted for on an accruals basis and is stated inclusive of irrecoverable VAT.

Direct costs comprise direct costs incurred in carrying out the charitable activities of the organisation including direct staff costs and directly attributable running costs.

Expenditure which cannot be directly attributed to the relevant department is apportioned on the best estimates of each department's usage. Support costs are apportioned on the basis of time spent. Value added tax is not recoverable by the charity, and as such is included in the relevant costs in the statement of financial activities.

Governance costs are costs associated with governing the charity including strategic planning and compliance with constitutional and statutory requirements. They are included in charitable activities within support costs and allocated to charitable activities on the basis of time spent.

**Fixed assets**

Fixed assets costing £2,000 or more are capitalised at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:

- |                                    |                            |
|------------------------------------|----------------------------|
| ◆ Freehold land                    | Not depreciated            |
| ◆ Freehold buildings               | 2% to 10% straight line    |
| ◆ Furniture, fixture and equipment | 10% to 33.3% straight line |

**Operating leases**

Rentals applicable to operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

**Notes to the financial statements 31 August 2025**

**1 Grant and fee income**

	2025 £	2024 £
Grant income from OfS	32,973	38,971
Grant income from other bodies	21,531	54,447
Fee income for taught awards	4,001,868	2,408,186
Fee income from non-qualifying courses	2,770,507	2,816,152
Clinic client Income	174,704	156,354
School based research income	231,920	271,014
	<b>7,233,503</b>	<b>5,745,124</b>

**1b Investment and other income**

	2025 £	2024 £
Interest income	138,168	121,572
Membership fees	73,420	86,170
Other income	11,328	10,871
	<b>222,916</b>	<b>218,613</b>

**2 Net movement in funds**

The net movement in funds is stated after charging:

	2025 £	2024 £
Depreciation	66,693	92,544
Auditor's remuneration – statutory audit	20,820	23,580
Auditor's remuneration – statutory audit (related to 2023)	—	11,730
Operating lease costs	—	—

**3 Staff costs and remuneration of key management personnel**

Full time equivalent employees in the year:

	2025 No.	2024 No.
Educational services	49	41
Clinical services	5	5
Administration and support	40	38
	<b>94</b>	<b>84</b>

Actual employees in the year:

	2025 No.	2024 No.
Educational services	147	124
Clinical services	10	12
Administration and support	57	53
	<b>214</b>	<b>189</b>

**Notes to the financial statements 31 August 2025**

**3 Staff costs and remuneration of key management personnel (continued)**

Staff costs were as follows:

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Salaries and wages	<b>4,049,945</b>	3,231,256
Redundancy costs	—	27,152
Social security costs	<b>479,780</b>	335,639
Pension costs	<b>68,320</b>	60,381
	<b>4,598,045</b>	3,654,428
Trainers' fees	<b>715,222</b>	730,210
	<b>5,313,267</b>	4,384,638

The Institute has given regard to the “Guidance on decisions taken about severance payments in HEI’s” published by the Committee of University Chairs when determining severance pay.

Termination payments, including redundancy and severance costs, are recognised as an expense in the period in which they are incurred. Payments are made in accordance with statutory requirements and are based on employees’ length of service. No provision is made in advance of the communication or completion of redundancies.

Termination payments are recognised only when the Institute is demonstrably committed to the termination of employment before the normal retirement date, either through communication of a formal plan to affected employees or the completion of a redundancy process.

The Institute does not operate an enhanced or discretionary redundancy scheme, and no termination or redundancy costs have been incurred or accrued in the current financial year.

Employees earning greater than £60,000 during the year:

	<b>2025</b>	2024
	<b>No.</b>	<b>No.</b>
£60,000 - £65,000	<b>3</b>	1
£65,001 - £70,000	<b>3</b>	1
£70,001 - £75,000	<b>1</b>	2
£75,001 - £80,000	<b>2</b>	—
£85,001 - £90,000	—	1
£90,001 - £95,000	<b>1</b>	1
£130,001 - £135,000	—	—
£135,001 - £140,000	<b>1</b>	1
	<b>11</b>	<b>7</b>

The Office for Students (OfS) Accounts Direction requires higher education providers to disclose the number of staff whose full-time equivalent (FTE) basic salary exceeds £100,000 per annum, analysed in £5,000 bands, to ensure transparency in senior staff remuneration.

**3 Staff costs and remuneration of key management personnel** (continued)

Under the Charities SORP (FRS 102), charities are required to disclose the number of employees whose total employee benefits (excluding employer pension contributions) exceed £60,000, analysed in £10,000 bands.

To ensure full regulatory compliance and provide greater clarity, the Institute has chosen to disclose all staff earning over £60,000 per annum in £5,000 bands. This unified approach satisfies the requirements of both frameworks and enhances comparability, consistency, and transparency in financial reporting.

Pension contributions in respect of these employees were £12,765 (2024: £9,614).

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis comprise the Trustees, the Chief Executive Officer (CEO), the three Faculty Heads, Director of People & Culture, the Director of Finance and the Director of Education. The total remuneration (including taxable benefits and employers pension contributions) of the key management personnel for the year was £839,309 (2024: £613,816).

**Chief Executive Officer Remuneration**

	2025 £	2024 £
Basic salary	138,304	135,150
Holiday pay	—	—
Bonus	—	—
Pension contribution	1,468	2,201
	<b>139,772</b>	<b>137,351</b>

The Chief Executive Officer's remuneration shown in the year was recommended by the Staff and Remuneration Sub-Committee (SARSC). SARSC determines the salaries and conditions of service of all senior staff, including the Chief Executive Officer and the Executive Team. SARSC forwards their deliberations to the Finance Sub-Committee (FSC) who assessed the economic and financial good standing of the Institute, projected future student growth, and academic success. FSC presents their recommendations to the full Board of Trustees for approval.

Chief Executive's basic salary as a multiple of the median of all staff 3.37 (2024: 2.35). Chief Executive's total remuneration as a multiple of the median of all staff 3.37 (2024: 2.35) Trustees were not paid any remuneration and no expenses were reimbursed (see note 4 for details).

**4 Trustees' remuneration and reimbursed expenses**

No trustee received reimbursement of travel expenses in the year (2024: Nil) None received remuneration for their services or benefits in either the current or prior year.

**Notes to the financial statements** 31 August 2025

The Institute holds insurance policies to protect against key operational, legal, and governance risks. These include a combined liability and property policy (covering professional, public, and trustee indemnity), a commercial legal expenses policy, and a cyber insurance policy.

The institute paid £1,109 (2023/24: £1,109) in relation to trustee indemnity insurance during the year.

All insurance policies have been renewed after the year end, providing continuous cover for the period from Sep 2025 to Sept 2026.

**5 Analysis of total resources expended**

	Staff costs (note 3) £	Other £	Depreciation £	Total 2025 £
<b>Charitable expenditure</b>				
Educational services	4,983,102	1,523,803	66,693	6,573,598
Clinical services	330,165	64,371	—	394,536
	<b>5,313,267</b>	<b>1,588,174</b>	<b>66,693</b>	<b>6,968,134</b>

	Staff costs (note 3) £	Other £	Depreciation £	Total 2024 £
<b>Charitable expenditure</b>				
Educational services	3,931,242	1,280,020	92,544	5,303,806
Clinical services	453,396	77,031	—	530,427
	<b>4,384,638</b>	<b>1,357,051</b>	<b>92,544</b>	<b>5,834,233</b>

**5a**

	Direct costs £	Support costs (note 5b) £	Total 2025 £
<b>Charitable expenditure</b>			
Educational services	5,478,096	1,095,502	6,573,598
Clinical services	29,369	365,167	394,536
	<b>5,507,465</b>	<b>1,460,669</b>	<b>6,968,134</b>

## Notes to the financial statements 31 August 2025

	Direct costs £	Support costs (note 5b) £	Total 2024 £
<b>Charitable expenditure</b>			
Educational services	4,354,245	949,561	5,303,806
Clinical services	213,907	316,520	530,427
	<u>4,568,152</u>	<u>1,266,081</u>	<u>5,834,233</u>

### 5b Analysis of support costs

	Total 2025 £	Total 2024 £
<b>Support services</b>		
Rent and rates	13,033	12,235
Heat, light and power	42,049	32,432
Travel and expenses	925	2,876
Printing and stationery	48,828	43,862
Property maintenance	101,858	79,196
Other staff costs	50,759	33,594
Validated program costs	609,220	484,755
Library books and journals	35,471	32,202
Computer software	229,427	204,951
Consultancy fees	26,397	27,358
Legal and professional fees	82,484	98,393
QAA registrations	34,655	34,543
General expenses	185,563	179,684
	<u>1,460,669</u>	<u>1,266,081</u>

### 6 Tangible fixed assets

	Freehold land and buildings £	Furniture, fixtures and equipment £	Total 2025 £
<b>Cost</b>			
At 1 September 2024	2,919,370	290,833	3,210,203
Additions	—	16,475	16,475
At 31 August 2025	<u>2,919,370</u>	<u>307,308</u>	<u>3,226,678</u>
<b>Accumulated depreciation</b>			
At 1 September 2024	773,262	251,175	1,024,437
Charge for the year	37,060	29,633	66,693
At 31 August 2025	<u>810,322</u>	<u>280,808</u>	<u>1,091,130</u>
<b>Net book values</b>			
At 31 August 2025	<u>2,109,048</u>	<u>26,500</u>	<u>2,135,548</u>
At 31 August 2024	<u>2,146,108</u>	<u>39,658</u>	<u>2,185,766</u>

**Notes to the financial statements 31 August 2025**

**7 Debtors**

	2025 £	2024 £
Fee debtors	36,161	39,121
Prepayments and accrued income	132,525	112,899
	<b>168,686</b>	<b>152,020</b>

**8 Creditors: Amounts falling due within one year**

	2025 £	2024 £
Deferred income	2,392,509	1,115,516
Trade creditors	61,496	237,604
Other taxes and social security costs	122,125	83,424
Accruals	57,198	70,347
	<b>2,633,328</b>	<b>1,506,891</b>

Deferred income relates to fee and training income received in advance for the following academic year, as well as restricted funding intended for carrying out specific research in the following financial year. The movement on the deferred income balance was as follows:

	2025 £	2024 £
Balance as at 1 September	1,115,516	1,434,423
Amount released to income	-1,115,516	(1,434,423)
Amount deferred in year	2,392,509	1,115,516
Balance as at 31 August	<b>2,392,509</b>	<b>1,115,516</b>

**9 Members' liability**

The Metanoia Institute is a company limited by guarantee and has no share capital. In the event of the company being wound up, the liability is limited to £1 per member.

**10 Operating leases**

The charity had total future minimum commitments in respect to non-cancellable operating leases at 31 August as follows:

	2025 £	2024 £
Equipment		
Within one year	—	—
	—	—

## 11 Movement in funds

	At 1 September 2024 £	Incoming resources £	Resources expended £	Transfers £	Total 2025 £
<b>Unrestricted</b>					
General	2,666,452	7,378,484	(6,823,506)	8,407	<b>3,229,837</b>
Designated					
. Bursary	—	23,431	(23,431)	—	—
. Fixed assets fund	2,185,766	—	(66,693)	16,475	<b>2,135,548</b>
Total Unrestricted	4,852,218	7,401,915	(6,913,630)	24,882	<b>5,365,385</b>
<b>Restricted</b>					
AMORAY	24,882	—	—	(24,882)	—
OfS Teaching fund	—	23,974	(23,974)	—	—
OfS Capital Grant	—	8,999	(8,999)	—	—
UK Research & Innovation	—	21,531	(21,531)	—	—
Total Restricted	24,882	54,504	(54,504)	(24,882)	—
	4,877,100	7,456,419	(6,968,134)	—	<b>5,365,385</b>

Designated funds relate to:

- ◆ The bursary fund represents funds set aside for the purpose of providing bursaries.
- ◆ The fixed asset fund represents the net book value of the Institute's tangible fixed assets.

Restricted funds relate to:

- ◆ Assessment of Mental Health of Refugees and Asylum Seekers by Youth Workers (AMORAY) is a grant awarded by Erasmus+. We worked in partnership with four organisations. UKPC Research Award grant was awarded to research what support therapists need to do research and a review of studies into how therapists experience research. Following the review of expenditure for the year, it was identified that £24,882 had been spent in previous years from the general unrestricted funds.
- ◆ UK Research and Innovation (UKRI) grants received by the Institute support a range of research or development activities in counselling, psychotherapy or related fields, in line with our charitable objectives.
- ◆ OfS teaching funds were funds allocated by the Office for Students for teaching expenditure.
- ◆ OfS Capital funds were funds allocated by the Office for Students for capital expenditure.

Notes to the financial statements 31 August 2025

**11 Movement in funds (continued)**

	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers £	Total 2024 £
<b>Unrestricted</b>					
General	2,449,683	5,813,384	(5,589,810)	(6,805)	<b>2,666,452</b>
Designated					
· Bursary	—	56,935	(56,935)	—	—
· Fixed assets fund	2,271,505	—	(92,544)	6,805	<b>2,185,766</b>
Total Unrestricted	4,721,188	5,870,319	(5,739,289)	—	<b>4,852,218</b>
<b>Restricted</b>					
AMORAY	24,882	—	—	—	<b>24,882</b>
OfS Teaching fund	—	25,172	(25,172)	—	—
OfS Hardship fund	1,526	(1,526)	—	—	—
OfS Capital Grant	—	15,325	(15,325)	—	—
UKRI	—	54,447	(54,447)	—	—
Total Restricted	26,408	93,418	(94,944)	—	<b>24,882</b>
	4,747,596	5,963,737	(5,834,233)	—	<b>4,877,100</b>

**12 Related Party Transactions**

There were no other related party transactions in the year.

**13 Analysis of net assets between funds**

Analysis of net assets between funds:

	General fund £	Designated funds including fixed asset fund £	Restricted funds £	Total 2025 £
<b>Fund balances at 31 August 2025 are represented by:</b>				
Tangible fixed assets	—	2,135,548	—	<b>2,135,548</b>
Current assets	5,863,165	—	—	<b>5,863,165</b>
Creditors: amounts falling due within one year	(2,633,328)	—	—	<b>(2,633,328)</b>
<b>Total net assets</b>	<b>3,229,837</b>	<b>2,135,548</b>	<b>—</b>	<b>5,365,385</b>
		Designated funds including fixed asset fund £	Restricted funds £	Total 2024 £
<b>Fund balances at 31 August 2024 are represented by:</b>				
Tangible fixed assets	—	2,185,766	—	2,185,766
Current assets	4,173,343	—	24,882	4,198,225
Creditors: amounts falling due within one year	(1,506,891)	—	—	(1,506,891)
<b>Total net assets</b>	<b>2,666,452</b>	<b>2,185,766</b>	<b>24,882</b>	<b>4,877,100</b>

## Detailed expenditure account 31 August 2025

This page does not form part of the financial statements

	2025 £	2025 £	2024 £	2024 £
<b>Expenditure</b>				
<b>Educational services:</b>				
Salaries and wages	3,771,227		2,852,277	
Trainers' fees	715,222		721,599	
National Insurance	435,695		296,912	
Pension costs	62,158		54,243	
Staff recruitment and training	72,814		43,769	
External examiners fees	62,533		58,890	
Bursaries	23,431		56,935	
Validation fees	609,220		484,189	
Conference and courses	359		2,555	
Premises and maintenance	164,092		133,882	
Printing and stationery	69,005		56,988	
Depreciation	66,693		92,544	
Travel and subsistence	5,739		5,144	
Consultancy	26,397		27,358	
Library books and journals	35,471		32,202	
Course Residential	16,991		5,597	
Rent and room hire	17,012		21,614	
Computer software	229,427		204,951	
Sundry	16,282		14,792	
Catering	5,711		6,761	
Legal and professional	26,121		19,313	
OfS registrations	34,655		34,543	
Advertising and marketing	50,321		7,873	
Committee costs	—		900	
Indemnity insurance	1,109		1,109	
Auditor's remuneration	20,820		35,310	
Bank charges	35,093		31,556	
		<b>6,573,598</b>		5,303,806
<b>Clinical services:</b>				
Salaries and wages	278,718		406,131	
Trainers' fees	—		8,611	
National Insurance	44,085		38,727	
Pension costs	7,361		8,538	
Establishment costs	32,789		26,379	
Compliance (DBS) checks	6,664		5,877	
Sundry	—		—	
Computer support costs	24,919		35,164	
Conferences and courses	—		1,000	
		<b>394,536</b>		530,427
<b>Total resources expended</b>		<b>6,968,134</b>		<b>5,834,233</b>