Registration number: 01151132

Insolvency Practitioners Association

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2023

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Company Information

Directors L Brittain

S Croston

P Davis

L E Hinton

A Hyde

D Hyslop

S J Keen

Y L Lee

E Maclean

H Maddison

K Marland

B Mochan

J R Newgas

R Payne

A Thorpe

S J Underwood

A Wade

Company secretary P Smith

Registered office 114 St Martin's Lane

Covent Garden

London

WC2N 4BE

Auditors Bourner Bullock

Chartered Accountants 114 St Martin's Lane Covent Garden

London WC2N 4BE

Notice of Annual General Meeting

Notice is hereby given that the fiftieth Annual General Meeting of the Insolvency Practitioners Association ("the Association") will be held at 46 New Broad Street, London, EC2M 1JH on 30 May 2024 for the following purposes:

- 1. To receive and adopt the Report of the Board and the Financial Statements of the Association for the year ended 31 December 2023.
- 2. To receive the result of the ballot for the election of members of the Board.
- 3. To re-appoint auditors.
- 4. To transact any other business, which may properly be transacted at an Annual General Meeting, including co-option of members to Board.

By order of the Board

. A Wade

Medicale

114 St Martin's Lane Covent Garden London WC2N 4BE

A member entitled to attend and vote at the above meeting is entitled to appoint a proxy to attend and to speak and to vote instead of him. A proxy must be an individual member. Proxy forms are available from the Secretary on request and must be returned to the registered office (above) 48 hours before the meeting.

Report of the Board for the Year Ended 31 December 2023

The Board members, who are also Directors for the purpose of company law, have pleasure in submitting its Report and the Financial Statements of the Association for the year ended 31 December 2023. This also represents the Directors' Report under the Companies Act 2006.

Directors of the Company

The directors who held office during the year were as follows:

N A Bennett (ceased 30 May 2023)

L Brittain

J Colley (ceased 9 June 2023)

S Croston

P Davis

K J Hellard (ceased 30 May 2023)

L E Hinton

A Hyde

D Hyslop

C A James (ceased 30 May 2023)

S J Keen

Y L Lee

E Maclean

H Maddison

K Marland

B Mochan (appointed 26 July 2023)

M Moses (ceased 30 May 2023)

J R Newgas

R Payne (appointed 30 May 2023)

A Thorpe (appointed 30 May 2023)

S J Underwood

A Wade

Report of the Board for the Year Ended 31 December 2023

Reappointment of auditors

The auditors Bourner Bullock are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Small companies provision statement

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Board on 27th March 2024 and signed on its behalf by:

A Wade

Director

Statement of Directors' Responsibilities

The Board members, who are also the directors for the purpose of company law, are responsible for preparing the report of the Board and the financial statements in accordance with applicable law and regulations.

Company law requires the Board members to prepare financial statements for each financial year. Under that law Board members have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 The Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102).

Under company law the Board members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Association and of the surplus or deficit of the Association for that period. In preparing these financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures there from being 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 Association will continue in business.

The Board members are responsible for keeping adequate accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association 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 Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Board members is aware at the time this report is approved:

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

In preparing this report, the board has taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Independent Auditor's Report to the Members of Insolvency Practitioners Association

Opinion

We have audited the financial statements of Insolvency Practitioners Association (the 'Company') for the year ended 31 December 2023, which comprise the Profit and Loss Account, Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 December 2023 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the 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 director's 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 company's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

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

Independent Auditor's Report to the Members of Insolvency Practitioners Association

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 directors 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.

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

We have nothing to report in this regard.

Opinion on other matter 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 Report of the Board Report of the Board for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Board has Report of the Board has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Board. Report of the Board

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Independent Auditor's Report to the Members of Insolvency Practitioners Association

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 5, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions with and enquiries of management and those charged with governance were held with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting regulations, Company Law, and Tax and Pensions legislation.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the business and therefore may have a material effect on the financial statements include Insolvency Service regulations and Insolvency Act 1986.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non- compliance with laws and regulations) comprised of: enquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

Independent Auditor's Report to the Members of Insolvency Practitioners Association

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities is located on the Financial Reporting Council's website at: https://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 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 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Bourner Bullock

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Russell Joseph (Senior Statutory Auditor)
For and on behalf of Bourner Bullock, Statutory Auditor

Chartered Accountants 114 St Martin's Lane Covent Garden London WC2N 4BE

Date: 27.03.2024

Profit and Loss Account for the Year Ended 31 December 2023

	Notes	2023 £	2022 £
Turnover		3,634,809	3,304,068
Administrative expenses		(3,354,577)	(3,191,325)
Other operating income	5	37,768	36,930
Operating surplus		318,000	149,673
Investment revaluations (loss)/gain	5	31,869	(176,422)
Other interest receivable and similar income	_	30,722	10,675
Surplus/(deficit) before tax		380,591	(16,074)
Taxation	_	(27,114)	(5,775)
Surplus/(deficit) for the financial year	_	353,477	(21,849)

Statement of Comprehensive Income for the Year Ended 31 December 2023

	2023 £	2022 £
Surplus/(deficit) for the year	353,477	(21,849)
Total comprehensive income for the year	353,477	(21,849)

(Registration number: 01151132) Balance Sheet as at 31 December 2023

		2023	2022
	Note	£	£
Fixed assets			
Intangible assets	6	15,584	19,567
Tangible assets	7	4,708	6,503
Other financial assets	8	2,125,697	1,223,448
		2,145,989	1,249,518
Current assets			
Debtors	9	221,781	82,633
Cash at bank and in hand		3,591,264	4,142,461
		3,813,045	4,225,094
Creditors: Amounts falling due within one year	10	(3,419,363)	(3,288,418)
Net current assets		393,682	936,676
Total assets less current liabilities		2,539,671	2,186,194
Provisions for liabilities		(78,858)	(78,858)
Net assets		2,460,813	2,107,336
Capital and reserves			
Profit and loss account		2,460,813	2,107,336
Total equity		2,460,813	2,107,336

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved and authorised by the Board on 27th March 2024 and signed on its behalf by:

A Wade

Director

Statement of Changes in Equity for the Year Ended 31 December 2023

	Retained	
	earnings	Total
	£	£
At 1 January 2023	2,107,336	2,107,336
Surplus for the year	353,477	353,477
Total comprehensive income	353,477	353,477
At 31 December 2023	2,460,813	2,460,813
	Retained	
	earnings	Total
	£	£
At 1 January 2022	2,129,185	2,129,185
Deficit for the year	(21,849)	(21,849)
Total comprehensive loss	(21,849)	(21,849)
At 31 December 2022	2,107,336	2,107,336

Notes to the Financial Statements for the Year Ended 31 December 2023

1 General information

The Company is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the Company in the event of liquidation.

The address of its registered office is: 114 St Martin's Lane Covent Garden London WC2N 4BE

Principal activity

The Association is a Recognised Professional Body (RPB) under the Insolvency Act 1986 and empowered to grant and renew insolvency authorisations (licences). The principal objects of the Association are: to encourage the recruitment of a body of persons skilled in insolvency administration; to maintain and improve standards of performance and conduct of Insolvency Practitioners (IPs) and their staff; and to regulate and monitor its licensed IPs' practices and where appropriate to discipline those members who bring discredit upon themselves, the Association or the profession by way of misconduct.

The principal place of business is: 46 New Broad Street London EC2M 1JH

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

These financial statements have been prepared in accordance with Financial Reporting Standard 102 Section 1A - 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

Basis of preparation

These financial statements have been prepared using the historical cost convention except that as disclosed in the accounting policies certain items are shown at fair value.

Notes to the Financial Statements for the Year Ended 31 December 2023

Going concern

The financial statements have been prepared on a going concern basis. Board Members make every effort to ensure reserves held are at an appropriate level.

Turnover recognition

Turnover comprises the fair value of the consideration received or receivable for the provision of services in the ordinary course of the Company's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts.

The Company recognises revenue when:

The amount of revenue can be reliably measured;

it is probable that future economic benefits will flow to the entity;

and specific criteria have been met for each of the Company's activities.

Subscriptions

Annual memberships, which are due on 1 January, are included in income in the year to which the subscription relates. Any amounts received in advance are credited to prepaid subscriptions and fees.

Disciplinary and Investigation Costs Recoveries

Costs recovered from members subject to investigation or disciplinary action, are accounted for in the year in which they are due.

Tax

The Association is only liable to tax on its investment income and any profits earned from non-members.

Tangible assets

Tangible assets are stated in the statement of financial position at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

Depreciation

Depreciation is charged so as to write off the cost of assets, other than land and properties under construction over their estimated useful lives, as shown below. A full year's worth of depreciation is charged in the year in which the asset is purchased.

Asset class Depreciation method and rate

Computer equipment 3 years straight line

Furniture and fittings 3 years straight line

Notes to the Financial Statements for the Year Ended 31 December 2023

Intangible assets

Intangible assets are recognised from the development phase of a project if, and only if, certain specific criteria are met in order to demonstrate that the asset will generate probable future economic benefits and can be reliably measured.

Amortisation

Intangible assets are amortised on a straight line basis over their estimated useful lives at the rates shown below. A full year's worth of amortisation is charged in the year in which the asset is purchased.

Asset class Amortisation method and rate

Computer software 3 years straight line Website development 3 years straight line

Other financial assets

Fixed asset investments are revalued at market value at the balance sheet date on an individual basis. Gains and losses on revaluation are recognised in the Profit and Loss Account.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in profit or loss.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Debtors

Basic financial assets, including trade and other debtors, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

Trade debtors are amounts due from members for services performed in the ordinary course of business.

Subscription debtors become due from 1 January when the subscription period commences.

Notes to the Financial Statements for the Year Ended 31 December 2023

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value. Cash held in investment portfolios which is not for the company's operational management is included within fixed asset investments.

Creditors

Basic financial liabilities, including trade and other creditors, loans from related parties, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Such instruments are subsequently carried at amortised cost using the effective interest method, less any impairment.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if the Company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Provisions

Provisions represent a liability of uncertain timing or amount. Provisions are recognised when the Company has an obligation at the reporting date as a result of a past event, it is probable that the Company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee.

Assets held under finance leases are recognised at the lower of their fair value at inception of the lease and the present value of the minimum lease payments. These assets are depreciated on a straight-line basis over the shorter of the useful life of the asset and the lease term. The corresponding liability to the lessor is included in the Balance Sheet as a finance lease obligation.

Lease payments are apportioned between finance costs in the Profit and Loss Account and reduction of the lease obligation so as to achieve a constant periodic rate of interest on the remaining balance of the liability.

Notes to the Financial Statements for the Year Ended 31 December 2023

Defined contribution pension obligation

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Company has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Significant judgements and estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Amortisation:

The company amortises its intangible assets over their estimated useful economic life. The useful lives and residual values are re-assessed annually. The carrying amount of intangible fixed assets at the year end is £15,584 (2022: £19,567).

Bad debt:

The company recognises a bad debt provision if, upon correspondence with customers, it is ascertained that they will be unable to pay. The bad debt provision at the year end is £19,925 (2022: £40,132).

4 Staff numbers

The average number of persons employed by the company during the year was 36 (2022 - 35).

Notes to the Financial Statements for the Year Ended 31 December 2023

5 Investment income and revaluations

	2023	2022
	£	£
Dividend income	37,768	36,930
(Loss)/gain on investments	31,869	(176,422)
	69,637	(139,492)

6 Intangible assets

	Computer software £	Total £
Cost or valuation		
At 1 January 2023	60,225	60,225
Additions acquired separately	13,075	13,075
At 31 December 2023	73,300	73,300
Amortisation		
At 1 January 2023	40,658	40,658
Amortisation charge	17,058	17,058
At 31 December 2023	57,716	57,716
Carrying amount		
At 31 December 2023	15,584	15,584
At 31 December 2022	19,567	19,567

Notes to the Financial Statements for the Year Ended 31 December 2023

7 Tangible assets

	Computer equipment £	Fixtures and Fittings £	Total £
Cost or valuation			
At 1 January 2023	23,201	1,711	24,912
Additions	5,168	-	5,168
Disposals	(4,352)		(4,352)
At 31 December 2023	24,017	1,711	25,728
Depreciation			
At 1 January 2023	17,375	1,035	18,410
Charge for the year	6,625	337	6,962
Eliminated on disposal	(4,352)		(4,352)
At 31 December 2023	19,648	1,372	21,020
Carrying amount			
At 31 December 2023	4,369	339	4,708
At 31 December 2022	5,826	677	6,503

Notes to the Financial Statements for the Year Ended 31 December 2023

8 Other financial assets

			as: val	Financial sets at fair ue through fit and loss	Total £
Non-current financial	assets				
Cost or valuation At 1 January 2023				1,133,173	1,133,173
Additions				1,402,016	1,402,016
Disposals Fair value adjustments				(484,995) 31,870	(484,995) 31,870
At 31 December 2023				2,082,064	2,082,064
Cash				43,633	43,633
At 31 December 2023				2,125,697	2,125,697
	20	23		2022	
	Cost	Market value	Cost	Marl	ket value
	£	£	£		£
UK listed	1,402,602	1,432,973	470),889	488,667
Europe	64,292	66,182	39	,306	49,763
Rest of world	540,388	582,909	588	3,036	594,743
	2,007,282	2,082,064	1,098	3,231	1,133,173

There has continued to be considerable volatility in markets throughout 2022, and also into 2023. In response to the ongoing Russia/Ukraine conflict, and broader world events and taking advice from the IPA's investment managers, the board has continued to regularly review and adjust its investment strategy throughout the year. This has included the transfer of £850,000 of cash reserves to a separate GBP short term money market funds and UK gilt portfolio to take advantage of the improved return on short term instruments while at the same time improving diversification of bank counterparty risk.

Notes to the Financial Statements for the Year Ended 31 December 2023

9	Debtors

	2023 £	2022 £
Trade debtors	131,685	37,759
Prepayments	55,150	25,422
Other debtors	34,946	19,452
	221,781	82,633
10 Creditors		
Creditors: amounts falling due within one year		
	2023	2022
	£	£
Due within one year		
Trade creditors	22,069	29,957
Taxation and social security	97,473	70,049
Other creditors	3,299,821	3,188,412
	3,419,363	3,288,418

Other creditors include deferred income of £2,504,966 (2022: £2,232,803) relating to prepaid subscriptions and other fees.

11 Operating leases

The total of future minimum lease payments is as follows:

	2023	2022
	£	£
Not later than one year	7,622	7,871

Detailed Profit and Loss Account for the Year Ended 31 December 2023

	2023 £	2022 £
Turnover	3,634,809	3,304,068
Administrative expenses		
Employment costs	(2,473,397)	(2,340,137)
Establishment costs	(91,614)	(108,564)
General administrative expenses	(746,839)	(697,727)
Finance charges	(18,707)	(17,859)
Depreciation costs	(24,020)	(27,038)
	(3,354,577)	(3,191,325)
Investment income and revaluations	69,637	(139,492)
Operating surplus/(deficit)	349,869	(26,749)
Other interest receivable and similar income	30,722	10,675
Surplus/(deficit) before tax	380,591	(16,074)

Detailed Profit and Loss Account for the Year Ended 31 December 2023

	2023 £	2022 £
Turnover	~	~
Income	3,634,809	3,304,068
Employment costs		
Wages and salaries	2,068,415	1,988,813
Staff NIC (employers)	239,392	243,090
Staff pensions (defined contribution)	155,051	106,292
Private health insurance	6	(2,662)
Other staff costs	9,801	3,570
Employee Recruitment & HR	732	1,034
	2,473,397	2,340,137
Establishment costs		
Rent and Rates	91,102	108,564
Repairs and maintenance	512	-
	91,614	108,564
General administrative expenses		
Equipment Hire & Lease	3,685	-
Examination costs	81,819	65,375
Insurance	86,562	51,433
Conferences and events	42,975	60,711
Telephone and fax	6,494	5,420
Office expenses	20,815	17,570
Computer and software and maintenance costs	58,974	48,142
Printing & postage	1,155	5,641
Charitable donations	10,000	-
Sundry expenses	21,774	16,455
Travel and subsistence	105,000	78,703
Advertising	451	8,125
Staff entertaining	5,578	2,847
Accountancy fees	, -	90
Auditor's remuneration - The audit of the company's annual		. •
accounts	7,500	7,500
Auditors' remuneration - non audit work	3,611	3,286

This page does not form part of the statutory financial statements. Page 24

Detailed Profit and Loss Account for the Year Ended 31 December 2023

	2023	2022
	£	£
Legal and other regulatory costs	13,634	13,332
Consultancy fees	132,672	105,727
Legal and professional fees	84,136	137,724
Board and committee expenses	36,363	31,427
Bad debts written off	(11,892)	31,817
Unrecoverable VAT	35,533	6,402
	746,839	697,727
Finance charges		
Credit card charges	18,707	17,859
Depreciation costs		
Depreciation of website	17,058	20,658
Depreciation of fixtures and fittings	6,962	6,380
	24,020	27,038
Investment income and revaluations		
Dividend income	37,768	36,930
(Loss)/gain on investments	31,869	(176,422)
	69,637	(139,492)
Other interest receivable and similar income		
Bank interest received	30,722	10,675