



Nurturing  
Future Leaders  
in Accountancy

# Annual Report and Financial Statements

## 2023

ICAS FOUNDATION  
Registered Scottish Charity: SC034836

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# ICAS FOUNDATION

## TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

### Charity Information

Registered Office: CA House  
21 Haymarket Yards  
Edinburgh  
EH12 5BH

Charity Registration Number: SC034836

Website: [www.icasfoundation.org.uk](http://www.icasfoundation.org.uk)

### Trustees and Directors

The following Trustees served during 2023:

Norman Murray CBE CA FRSE FRSA (Chairman)  
Jonathan Milne (Appointed September 2023)  
Jann Brown CA  
Colin Crosby OBE LLB CA (Resignation March 2024)  
David Cruickshank CA  
Sir Andrew Cubie CBE FRSE (Extended 2nd term to September 2024)  
Dr Kenneth Cunningham CBE FRSA FSQA (Resignation March 2023)  
Chris Docherty CA (Extended 2nd term to December 2024)  
Dr Shonagh Douglas CA (Appointed September 2023)  
Geraldine Gammell CA (Extended term to September 2024)  
Prof Elizabeth Gammie CA DipM BA PhD (Resignation September 2023)  
Eleanor Wilson MBE  
Ryan Mcvey CA (Extended term to April 2025)  
Chris Barber CA (To be appointed March 2024)

### Director(s)

The Director of the ICAS Foundation during the year was Sanjay Singh.

Bankers: The Royal Bank of Scotland plc  
142-144 Princes Street  
Edinburgh  
EH2 4EQ

Investment Managers: CCLA  
One Angel Lane  
London  
EC4R 3AB

Auditor: BDO LLP  
55 Baker Street  
London  
W1U 7EU

Solicitors: Shepherd and Wedderburn  
9 Haymarket Square  
Edinburgh  
EH3 8FY

# ICAS FOUNDATION

## TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2023 (Continued)

### CHAIRMAN'S STATEMENT

I am privileged to present the Chairman's Statement for the ICAS Foundation with its new branding as we reflect on the impactful journey of 2023. In the face of unprecedented challenges, our collective resilience and focused commitment to our aims of changing the lives and opportunities of talented young people, have not only sustained us but have motivated us to greater ambitions.

#### *Navigating Uncharted Waters*

The past year has tested our organisation and the communities we serve. The lingering effects of the pandemic, cost of living increases, concerns on security in its widest sense following on from conflicts in Ukraine and the Middle East have emphasised the importance of our work in areas of equality, diversity and inclusion. It is in times of adversity that the strengths of our community and our sense of purpose are seen to prevail.

#### *Leadership Transition*

Despite the challenges, the year has proved to be progressive under our current Director Sanjay Singh who has brought much relevant experience and new insights to lead us into the next phase of our journey. We are excited to introduce the new ICAS Foundation strategy 2023-30, a plan that sets ambitious goals for the future. Our strategy is the result of several months of dedicated effort and reflects our purpose of making a difference. A key part of our new strategy is in further developing partnerships to enable us to address the oversubscribed demand for our Foundation programme.

#### *Empowering Lives*

The heart of our charity lies in the positive impact we create in the lives of those we serve. In 2023, 19 students graduated through our programs, 47% of whom achieved remarkable academic milestones and progressed to a Chartered Accountant training contract with ICAS. We are especially proud of Liam Guthrie, who was admitted to ICAS in March and was selected to give the keynote speech at the ICAS admissions ceremony, exemplifying the transformative power of education and support.

#### *Community Outreach and Partnerships*

Our commitment to building and further developing strong partnerships has started well. In collaboration with new university partners and accountancy firms we have expanded our reach and deepened our impact. Together we work to address the challenges our communities face by fostering sustainable change.

#### *Financial Stewardship*

I am pleased to report that our financial stewardship continues to be robust. Through the generosity of our donors, £340,521 was raised in 2023, enabling us to support 28 new students to our programme. Initiatives led by Alison Cornwell, ICAS Deputy President saw the launch of the new fundraising campaign 'Foundation 25', engaging 25 CAs to raise funds for the Foundation, a total of £25,000 overall. We remain grateful for the support and dedicated to transparency and accountability, ensuring that every contribution directly contributes to our mission.

#### *Gratitude*

I extend my sincere gratitude to our dedicated team, trustees, donors, mentors and partners who make our work and purpose possible. Their unwavering support drives our ambitions and together we are making a difference to the lives of those young people we serve.

In particular, I would like to record the cooperation the Foundation has built with ICAS at every level, and which is of mutual benefit to our respective organisations. While the ICAS Foundation is an independent charity, the areas of alignment with ICAS in terms of equality, diversity and inclusion are aimed at ensuring there are no barriers to entry into the profession of accountancy.

## ICAS FOUNDATION

In conclusion as we celebrate the milestones of 2023 we look forward to embarking on the next part of our journey with renewed determination and a shared commitment to building a brighter future for those on our programme, and our partners.

Norman Murray CBE CA FRSE  
Chairman, ICAS Foundation

The Trustees present their annual report and financial statements for the Charity for the year ended 31 December 2023. The financial statements have been prepared in accordance with the accounting policies as set out in Note 1 to the accounts and comply with the Charity's trust deed, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). The financial statements are prepared for the ICAS Foundation as a single entity.

## OBJECTIVES AND ACTIVITIES

The primary aim of the ICAS Foundation is to bolster the delivery of education in accountancy and finance, as well as in any associated subjects. The Trust deed grants the Trustees extensive powers, enabling them to contemplate a diverse array of initiatives across all subjects that may be directly or indirectly relevant to the accountancy profession and the wider public.

A significant portion of the ICAS Foundation's funding is derived from a contribution by the Institute of Chartered Accountants of Scotland. Additionally, the Foundation receives annual donations from ICAS members. Further support is garnered through individual, corporate, and matching-fund donations, all of which play a crucial role in sustaining the Foundation's initiatives.



The Foundation's main activity is awarding bursaries of up to £10,000 to support students during their time at university. We actively focus on supporting young people from lower socio-economic circumstances, together with prioritising diversity and inclusion as key aspects of the selection criteria. Every student who receives a bursary also benefits from a one-to-one mentoring relationship, in most cases with a qualified Chartered Accountant. Occasionally we also offer grants for one off expenditure items to any student that meets our award criteria.

## ICAS FOUNDATION

### OBJECTIVES AND ACTIVITIES (continued)

#### What we do

The ICAS Foundation provides bursaries, grants, mentoring, internship opportunities and practical support.

We invite applications from young people right up until they graduate, help them to perform to their best potential. We offer financial support for every young person for up to four years and our individualised mentoring helps to prepare them for further professional training and employment with a focus on a career in the accountancy profession.

We work in partnership with ICAS, universities and the sector, making the most of capacity and increasing effectiveness towards shared goals.



Up to  
4 years  
support

#### Case Study:



**Student: Ryan Brown**

**Education: University of Glasgow, Accountancy with Finance  
Graduated with First Class Honours**

I grew up in Helensburgh and went to a school with a relatively diverse catchment area, which generally encouraged all pupils to consider university as a next step. Accounting was my best class, and the University of Glasgow Business School had an excellent reputation - it was where my Accounting teacher at school had studied, as well as being close to home.

After I started at university, one of my friends told me about the support he received from the ICAS Foundation. At the time, I was finding university financially challenging and working excessive hours in my part time job to make ends meet, and I could see the negative impact this was having on my results. Receiving a bursary from the Foundation helped me focus on achieving good grades in my studies, find a better balance with my part time job, and enjoy the rest of my time at university.

Attending university during the Covid-19 pandemic certainly had its challenges, and sometimes it was difficult to access support when I needed it. Having a Foundation mentor with whom I could discuss any

## ICAS FOUNDATION

### OBJECTIVES AND ACTIVITIES (continued)

concerns was indispensable. My mentor spent a lot of time supporting me as I applied for graduate roles, and his help with interview preparation was critical in me attaining my CA training contract.

I was keen to find an employer who would help me develop and see me as an individual, and working at a smaller firm offers me so many opportunities. I really enjoy having the flexibility to take on more responsibility and gain experience in a wide range of areas across the profession, and it's very positive to feel my contribution is valued by the firm and my colleagues.

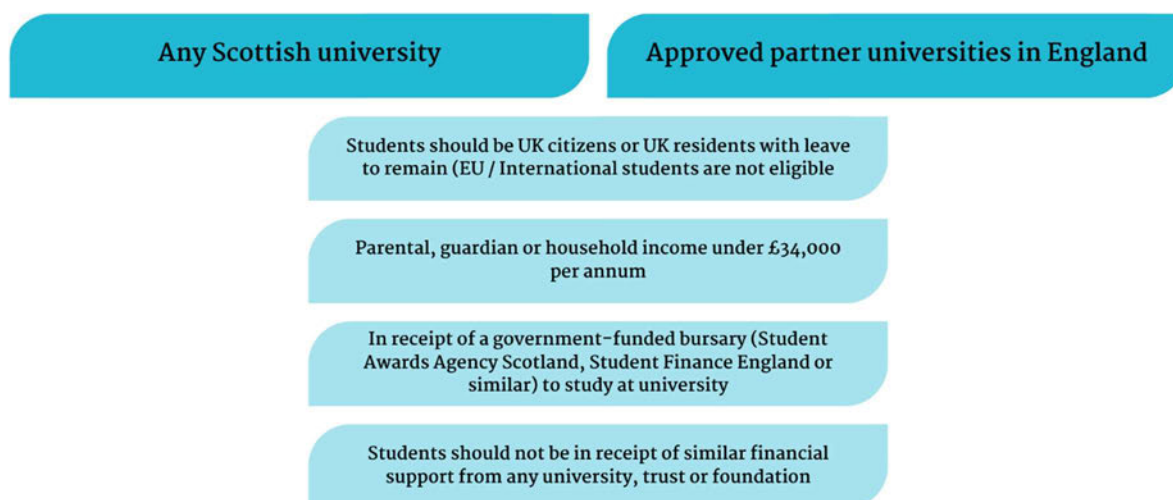
I'm passionate about the importance of social mobility in the accountancy sector, and the need to identify practical ways to help people coming from a background where they may not have had the same advantages as others. Networking is a great example, and I had the opportunity to attend an ICAS dinner where I met CAs and others working in the profession. The Foundation team help students develop soft skills and build their confidence to undertake new opportunities - looking back I can clearly see how this networking and support benefited me.

I have always been very focused, and I want to keep developing my skills as I progress through my CA training contract. I also want to give back and help others like me reach their goals – I know that the practical support I've received from the ICAS Foundation has been vital in helping me achieve my ambitions.

#### How we make our Bursary Awards

The ICAS Foundation has strict eligibility criteria and selection processes to ensure that bursaries are awarded to the most eligible of applicants. The availability of funds is well publicised to all relevant audiences including schools, universities, and bursary information websites. Applications for bursaries are considered by reference to the objectives of the ICAS Foundation, to the level of funds available and the eligibility criteria specified by Trustees and published on our website. Recipients of bursary funding agree to maintain a high academic standard and to provide evidence of this. Bursaries are awarded for the duration of the university course and are paid in two instalments per annum on receipt of evidence that students are meeting the conditions of the funding.

*Student eligibility criteria during 2023:*



# ICAS FOUNDATION

## ACHIEVEMENTS AND PERFORMANCE

The ICAS Foundation was originally set up to be funded principally by ICAS members and this remains our core funding model. However, ICAS membership donations remain steady, on average achieving between 4%-6% of the total ICAS membership (4% 2022/23). New income streams have been developed in the year with new corporate partners and matched funding with universities. These new income streams over time will allow the Foundation to confidently increase its student numbers.

### Our aims are:

- » To support and increase social mobility, ethnic diversity and gender diversity in students studying accountancy and finance at university
- » To help promote ICAS and the profession to a more diverse audience and thereby enhance its reputation and accessibility
- » To give young people access to additional support through mentoring, financial support and work experience opportunities
- » To allow the profession to give back through socially responsible actions that engage a more diverse range of students for the next generation of Chartered Accountants.

During November 2023 a revised operational collaboration agreement was agreed with ICAS to secure a donation and agreed services for the next 3 years. This support is vital in enabling the ICAS Foundation to deliver its new strategy, and also aligns ICAS as one of our most active and significant partners. We are grateful to have the support of ICAS staff in our mission to improve social mobility in the accountancy profession.

In 2023, 9 of our 19 graduating students progressed into a CA training contract. We were also proud to see 14 of our graduates achieve the CA qualification and join ICAS as members. At December 2023, we have 87 volunteer mentors actively mentoring students.

### Strategy 2023-30

A new strategy was developed during 2023, followed by a three-year business plan to support the KPI's required to achieve the goals. In addition, a rebrand of the ICAS Foundation was launched in February 2024, with a new tag line 'Nurturing Future Leaders in Accountancy'.

The ICAS Foundation Strategy 2023-30 includes clear objectives: expanding partnerships, supporting more young individuals, increasing mentorship opportunities, securing high-quality internships, and raising our profile.

Our ultimate goal is to enhance social mobility throughout the profession. We've seen first-hand how our support has turned dreams into reality for individuals to pursue CA training.

## Our four strands of work

### Nurturing Talent programme



Ongoing support for up to 4 years - bursary funding, individualised mentoring, securing internships and graduate jobs. Provide practical support including interview skills, CV writing, employer engagement, confidence building and inspiring speakers.

### Emergency assistance



One-off financial support for students facing particular challenges.



## ACHIEVEMENTS AND PERFORMANCE (continued)

### Schools, colleges and universities



Helping schools, colleges and universities promote the programme to their students.

### Partnerships with purpose



Partnering with firms to offer a high quality internship programme and employee volunteering mentor scheme. Equality, Diversity and Inclusion is at the heart of our offering, ensuring firms have access to the very best candidates, helping them to create a diverse workforce for the future.

We help businesses achieve their sustainability goals by aligning our activities to the Sustainable Development Goals (SDGs):



### Strategic growth: our three priorities

With 10 years of success behind us, we now have significant potential to grow our offer and the impact it has for students and the wider sector.

To achieve this, we also need growth in sustainable sources of support and income. We will therefore focus on three strategic priorities.

1. Support more students, better
2. Support more firms to achieve their social mobility and EDI goals
3. Strengthen our sources of support

## ICAS FOUNDATION

### ACHIEVEMENTS AND PERFORMANCE (continued)

Of the students we've supported...

# 68%

progressed to  
CA training roles.

# 89%

graduated with  
first class or upper  
second class honours.

# 70%

were accepted into  
a paid summer placement  
in their penultimate year.

### ICAS Foundation Students

During the year we successfully promoted the Foundation programme through our website, social media, schools, colleges, universities, and 3<sup>rd</sup> party organisations working to widen access in higher education. As a result we received a record number of 160 applications and 28 bursaries were awarded. Since 2013, the Foundation has awarded £2.39m in financial support and mentoring support to circ.323 students.

The Foundation experienced a number of students taking a leave of absence from university due to mental health challenges during 2023, and whilst the overall number is low, the Foundation will sign post students to appropriate support, and work with universities to ensure appropriate safeguarding of students. The Foundation also monitors any study or performance issues and works closely with mentors to provide appropriate support for both the mentor and mentee relationship.

The Foundation also has an Alumni programme to ensure that once students graduate, they have an opportunity to stay connected to the Foundation and help to promote the charity as an ambassador. We publish an Alumni newsletter and hope to increase the number of Ambassadors we have in 2023.

“

The mentoring programme was the most valuable support I received from the ICAS Foundation.

That one-to-one relationship gave me the opportunity to speak to someone who knew me and understood the university experience and its challenges. When I was at school, I had no idea what came next after university – without the ICAS Foundation, I honestly don't think I would be where I am today.”

Amy, a mentee who has now completed CA training at KPMG.



### ICAS Foundation Mentors

Mentors play a pivotal role by furnishing quarterly updates on their mentees' progress to the Foundation. These reports undergo meticulous review, allowing us to identify any challenges and extend additional support where necessary.

Each year the Foundation recruits new mentors to support the annual intake of bursary awarded students. During 2023 we were able to recruit and match 100% of students with a mentor.

## ACHIEVEMENTS AND PERFORMANCE (continued)

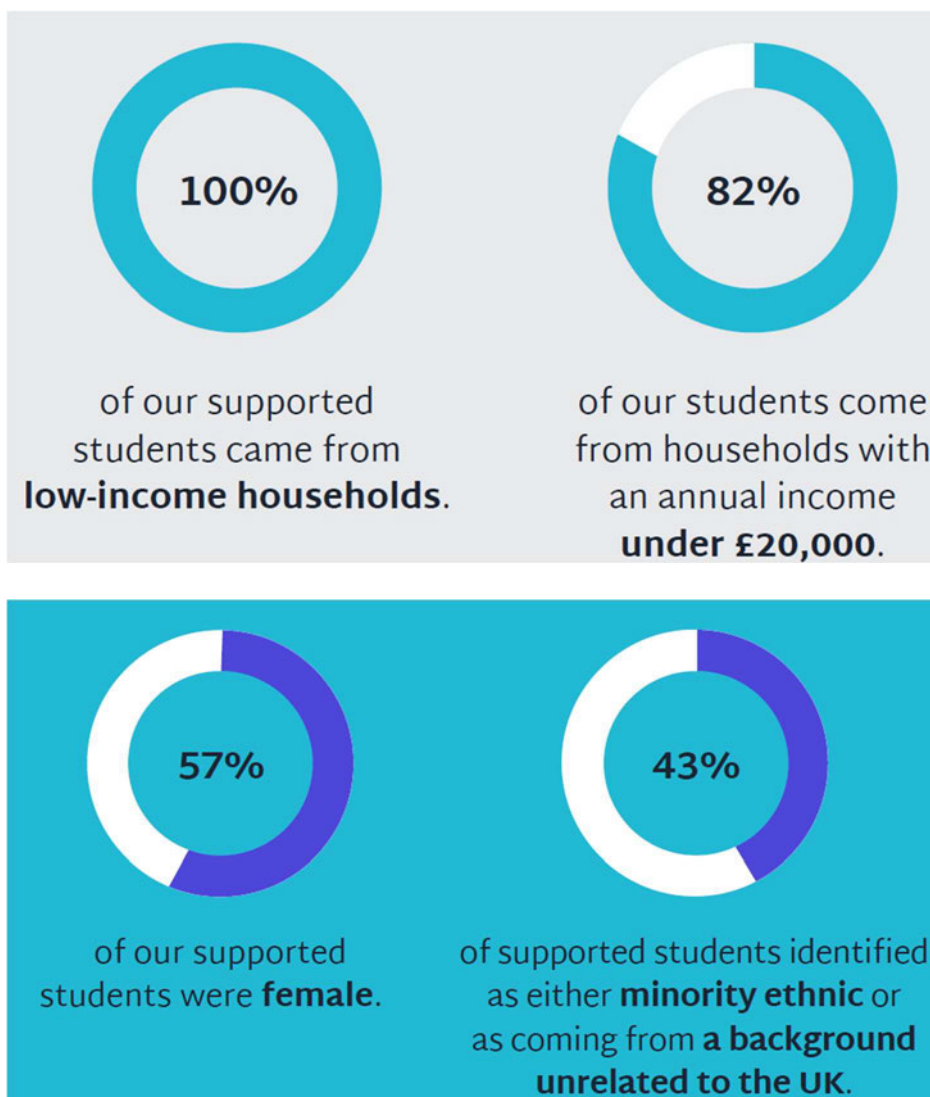
In most cases the recruitment of mentors are Chartered Accountants, providing students with an industry professional that likely has experience in their academic subject matter and also future career interests. The feedback received from students during the year highlighted the considerable added value of having a mentor and its positive impact on their studies.

### Social Mobility and Inclusion

The Foundation's initiatives are firmly directed towards supporting young individuals who may encounter challenges due to their socio-economic backgrounds. While social class and background are not explicitly classified as protected characteristics under the Equality Act 2010, we deem it crucial to address these factors in our 2023 bursary awards, with a firm commitment to incorporating them prominently in our assessment process. Throughout the year, our data collection extended to encompass various dimensions, including education, income, housing, family dynamics, geographic location, race, gender, and disability. Acknowledging the intricacies of measuring social mobility, we have, to some extent, shared pertinent information on our website.

The Foundation actively communicates with mentors through a dedicated newsletter, disseminating valuable insights, effective mentoring guidance, and pertinent updates from the Foundation.

In 2023:



# ICAS FOUNDATION

## FINANCIAL REVIEW

Total income for the year was £390,273 (2022 - £383,365), including £147,268 from ICAS (2022 - £184,834).

Total expenditure for the year was £329,684 (2022 - £363,783), largely in the form of support to students as detailed in Achievements and Performance above. The surplus for the year was £129,178 (2022 loss £131,186) leaving total reserves at the year-end of £1,830,793 (2022 - £1,701,617) of which £993,653 (2022 - £921,574) is restricted.

### Investment Policy and Performance

The investment policy is aimed at providing a reasonable level of income, whilst retaining access to liquidity to meet payment obligations for awards of grants and bursaries. Following a review in 2023, the Investment Committee recommended to transfer the portfolio from Adam & Co to CCLA Investment Management. Trustees approved this change, and the transfer took place in April 2023.

Dividend income received in the year was £28,756 (2022 - £22,797), all of which was reinvested. A gain of £68,587 (unrealised gain of £65,235, realised gain of £3,353) (2022 - loss of £150,768 [unrealised loss £116,563, realised loss £34,205]) is reflected in these accounts.

### Risk Management

The Trustees oversee a risk register, managed by the audit and risk committee, which documents significant strategic, operational, financial and compliance risks encountered by the Foundation. These risks are systematically assessed for their consequence and likelihood. The Trustees together with the ICAS Foundation Director conduct an annual review of the risk register, closely monitoring the implemented measures aimed at mitigating identified risks.

### Reserves

The Foundation recognises the need for sufficient free reserves (Funds) in order to manage risk and to pursue our goals and objectives. The Board believes that the existence of reserves is a requirement of good resource management. In general, reserves are held to: -

- fund working capital requirements.
- fund unexpected or unplanned expenditure
- fund shortfalls in income when revenues in any given year do not reach expected levels
- underpin the long-term commitments we make to our students
- allow for the development of new activities.

In agreeing the level of reserves, the Board considers current and expected future income and expenditure, the risks that the organisation faces and the consideration of future needs and ambitions.

The Foundation can hold funds in General, Designated and Restricted categories.

The Trustees have identified the need for a target level of general reserves of £350k whose purpose is to maintain an overall pool of unrestricted reserves and available liquidity (cash or short-term liquid investments) to ensure that appropriate levels of working capital are available to the charity at any given time.

At 31 December 2023, the general fund stood at £415,866 (2022 - £358,769) and so was adequately funded to meet all working capital requirements and could support the general operating costs of the charity for 4 years if necessary, based on the projected budgeted costs. Cashflow forecasts and budgets will be reviewed annually by the Trustees to ensure that they remain in line with the business plan goals and meet the requirements of the reserves policy.

The Designated Strategic Reserve of £421,274 is also currently held in general funds, as core funding to support the Foundation.

## ICAS FOUNDATION

### FINANCIAL REVIEW (continued)

Designations from the general reserves are expected to be made in due course, if required, to ensure that there is cover for the commitments made to students.

Restricted Funds hold those donations given to the ICAS Foundation to fund the ICAS Foundation

Student Programme, mainly bursaries and grants. The Foundation makes commitments of up to 4 years on a rolling basis and has ambitions to offer this support to a growing number of students.

As at 31 December 2023, the Restricted Funds stood at £993,653 (2022 - £921,574). This fund will meet the anticipated bursary awards in full for two years and contribute to the requirements of 2025. As further commitments to students are made, it is expected that funds will be designated from the General Funds if required, to meet these.

### Audit and Risk Committee

A formal Audit and Risk Committee was established in 2016 to provide assurance and recommendations to the Board in connection with matters related to the external audit, the annual financial statements and risk management. The Committee consists of three Trustees appointed by the Board. The Committee has overseen the preparation of the 2023 Annual Report and Financial Statements, including liaising with the external auditor before commencement of the audit and meeting with the external auditor to review the auditor's findings and recommendations prior to the finalisation of the Annual Report and Financial Statements.

### PLANS FOR FUTURE PERIODS

Looking Forward:

As we look ahead, our focus remains steadfast on enhancing social mobility throughout the profession. We've seen first-hand how our support has turned dreams into reality for individuals to pursue CA training. The ICAS Foundation Strategy 2023-30 includes clear objectives: expanding partnerships, supporting more young individuals, increasing mentorship opportunities, securing high-quality internships, and raising our profile. Our core mission is to support young individuals on their journey towards an accountancy or finance-related degree. We firmly believe that investing in these students is vital, not just for ICAS but for the entire profession and the broader economy.

We are committed to adapting to the evolving needs of our community, fostering inclusivity, and making a lasting impact on the lives we touch. Our strategic vision, as outlined in the coming pages, charts an ambitious yet achievable course for the future.

Operational KPI's related to the business plan are summarised as follows:

1. Support more students, better
  - Providing (and leveraging) bursaries at all Scottish universities and growth in England
  - Pilot London based programme
  - Inspiring our students to be more inspired by the accountancy profession
    - Further develop the Foundation's volunteering programmes, including mentoring and programmes
2. Support more firms to achieve their EDI goals
  - Building and developing our corporate partnerships in line with sector EDI ambitions
  - Support more firms to achieve their social mobility and EDI goals
    - Develop a CA pathway to better align our work with ICAS and its ATOs
3. Strengthen our sources of support
  - Developing our relationships with ICAS and its staff to better engage with our work
  - Developing our relationship with ICAS members to better engage with our work

## ICAS FOUNDATION

- Developing our relationship with external partners to better engage with our work and help increase range / capacity
- Develop a communications and engagement strategy to better communicate our work and achievements to current and potential supporters

The Foundation plans to grow its staff team in 2024, to encompass support in areas of: administration, fundraising, marketing and communications and data management. The expansion of the team will support the new strategy and growth objectives of the ICAS Foundation.

The natural attrition of trustees in 2024 will also see the recruitment of a number of new trustees. This process will be led by the Nomination and Remunerations Committee. A board skills audit was conducted during 2023 to help inform the process.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity was established by a Deed of Trust on 5 September 2003.

### Status

The Trust was recognised by HM Revenue and Customs and the Office of the Scottish Charity Regulator (OSCR) as a charity with effect from 5 September 2003 under Scottish Charity Number SC034836. An application to change the name of the Charity from SATER (Scottish Accountancy Trust for Education and Research) to ICAS Foundation was approved by OSCR and effective from 5 December 2014.

The current educational activity of the ICAS Foundation was launched in 2012 as a restricted fund of SATER to promote education of accountancy, finance, and management by supporting academically talented young people from disadvantaged communities into university through the provision of bursaries, grants, and mentoring.

As at 31 December 2023, the Trust employed 2 FTE; Director of the ICAS Foundation and Operations and Engagement Manager. The roles are based on ICAS terms and conditions. The remuneration for the Director of the ICAS Foundation is benchmarked against similar roles in the private and charity sector. A contribution of 9% of salary is made to a pension scheme subject to an employee contribution of at least 3% of salary. Remuneration for all roles is detailed at Note 11.

### Relationship with ICAS

The Foundation acts independently of ICAS, as required by the Trust Deed, and the relationship has historically been governed by a formal Memorandum of Understanding (“MoU”) which sets out the level of financial and administration support which ICAS provides to the Foundation. This MoU has been refreshed as an Operational Collaboration Agreement (“OCA”) and is effective for 3 years, until 31 December 2026.

### Recruitment and Appointment of Trustees

The Nomination and Remuneration Committee are tasked with managing Trustee recruitment and making recommendations to the main Board of Trustees.

The skills and expertise required within the Board are reviewed on a regular basis and considered prior to any recruitment. New Trustees are selected according to skill set requirements. The Trustees approved the appointment of a Foundation graduate who has passed his CA exams, effective April 2022. Initially the term was for two years, however in December 2023, Trustees approved to extend the appointment for one further year to April 2025.

The Board approved two Trustees in September 2023; Dr Shonagh Douglas and Jonathan Milne.

During 2023, two Trustee terms expired following the maximum term served and one Trustee decided not to take up a second term. Dr Kenneth Cunningham resigned in March 2023 and Prof. Elizabeth Gammie CA resigned in September 2023. Colin Crosby’s 1<sup>st</sup> term expired in September 2023 and

## ICAS FOUNDATION

decided not to extend his tenure to a second term, however agreed to extend his resignation until March 2024.

Norman Murray's second term was approved in September 2023 and will serve as Board Chair until September 2026.

During 2024, two Trustees will complete their first term (Jann Brown CA and David Cruikshank CA) and one (Eleanor Wilson MBE) will complete their second and final term by September 2024.

A number of new Trustees are due to be recruited during 2024 to reflect the Board attrition and skills gaps identified by the Nomination and Remuneration Committee.

The Trustees are appointed for a term of up to three years and are eligible for re-appointment thereafter for a further consecutive term of three years with the option of an additional one year if appropriate. The minimum number of Trustees is five and the maximum number is eleven. Currently there are 11 serving Trustees.

New Trustees are recommended by the Committee and appointed by the Trustees following an interview.

A minimum of two Trustees at any time must be appointed from a list of nominations from ICAS.

A minimum of one Trustee at any time should not be a member of ICAS.

An induction pack is issued to all newly appointed Trustees. The induction pack includes a brief history of the ICAS Foundation, board minutes, collaboration agreement between the ICAS Foundation and ICAS, the latest risk register, a copy of the latest year's annual report and financial statements, a copy of the Trust Deed and a copy of the OSCR Guidance for Trustees.

# ICAS FOUNDATION

## Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Charity law requires the Trustees to prepare financial statements of the ICAS Foundation for each financial year that give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures;
- disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate;
- make judgments and accounting estimates that are reasonable and prudent.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

### Provision of Information to Auditor

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

1. there is no relevant audit information of which the Charity's auditor is unaware; and
2. each Trustee has taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by the Trustees and signed on their behalf by:



**Norman Murray CBE CA FRSE**  
Chairman of the Board of Trustees

26 March 2024



# ICAS FOUNDATION

## INDEPENDENT AUDITOR'S REPORT TO TRUSTEES OF ICAS FOUNDATION FOR YEAR ENDED 31 DECEMBER 2023

### Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2023 and of its incoming resources and application of resources 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 Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended.

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

### 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Independence*

We remain independent of the Charity in accordance with the ethical requirements 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.

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

## ICAS FOUNDATION

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 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.

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

We have nothing to report in respect of the following matters in relation to which the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion;

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is inconsistent in any material respect with the financial statements; or
- proper accounting records have not been kept; or
- financial statements are not in agreement with the accounting records and returns; 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 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

### **Extent to which the audit was capable of detecting irregularities, including fraud**

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:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory frameworks applicable to the Charity, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Charity;

## ICAS FOUNDATION

- Enquiring of management and the audit committee, including obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
  - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
  - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

We considered the significant laws and regulations to be the applicable accounting framework, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 legislation.

The Charity is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations.

Our procedures in respect of the above included:

- Review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and other authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation;
- Review of legal expenditure accounts to understand the nature of expenditure incurred; and
- Discussions with in-house regulatory teams in order to identify any non-compliance.

Based on our risk assessment, we considered the areas most susceptible to fraud to be management override of controls by posting inappropriate journals and bias in developing estimates in significant risk areas such as revenue (including accrued and deferred income), and improper revenue recognition associated with year-end cut-off.

Our procedures in respect of the above included:

- performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud and tested accordingly;
- assessing whether the accounting policies, treatments and presentation adopted in the financial statements is in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting standard 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 and whether there are instances of potential bias in areas with significant degrees of judgement;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business;
- Vouching balances and reconciling items in management's key control account reconciliations to supporting documentation as at 31 December 2023; and
- Carrying out detailed testing, on a sample basis, of material transactions, financial statements categories and balances to appropriate documentary evidence to verify the completeness, occurrence, and accuracy of the report financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

## **ICAS FOUNDATION**

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC'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 Charity's trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's trustees 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 Charity and the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

### **BDO LLP, statutory auditor**

Edinburgh, UK

BDO LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

## ICAS FOUNDATION

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	General Funds £	Restricted Bursaries fund £	Total 2023 £	Total 2022 £
<b>Income from:</b>					
Donations and legacies	6	27,513	313,008	340,521	352,557
Investments	7	22,480	27,072	49,552	30,808
Other income	8	200	-	200	-
<b>Total income</b>		<b>50,193</b>	<b>340,080</b>	<b>390,273</b>	<b>383,365</b>
<b>Expenditure on:</b>					
Raising funds	9	50	(1,169)	(1,119)	(8,466)
<b>Charitable activities</b>					
ICAS Foundation bursaries	12	(45,973)	(282,192)	(328,165)	(355,317)
Internship payments	12	-	(400)	(400)	-
Total expenditure on charitable activities		<b>(45,973)</b>	<b>(282,592)</b>	<b>(328,565)</b>	<b>(355,317)</b>
<b>Total expenditure</b>		<b>(45,923)</b>	<b>(283,761)</b>	<b>(329,684)</b>	<b>(363,783)</b>
Net gain/(loss) on investments	13	52,827	15,760	68,587	(150,768)
<b>Net income/(loss) and net movement in funds</b>		<b>57,097</b>	<b>72,079</b>	<b>129,178</b>	<b>(131,186)</b>
Transfer between funds	22	-	-	-	-
					(131,186)
Total funds at 1 January	21	780,043	921,574	1,701,617	1,832,803
<b>Total funds at 31 December</b>	21	<b>837,140</b>	<b>993,653</b>	<b>1,830,793</b>	<b>1,701,617</b>

The Statement of Financial Activities has been prepared on the basis that all operations are continuing operations.

The notes on pages 21 to 29 form part of these financial statements

# ICAS FOUNDATION

## BALANCE SHEET FOR THE YEAR ENDED 31 DECEMBER 2023 AS AT 31 DECEMBER 2023

	Notes	2023	2023	2022	2022
		£	£	£	£
<b>Fixed asset investments</b>	13		<b>1,062,580</b>		988,786
<b>Current assets</b>					
Debtors and prepayments	15	92,780		58,694	
Fixed term deposits	16	679,071		372,273	
Cash at bank and in hand	17	391,087		657,340	
<b>Total current assets</b>		<b>1,162,938</b>		<b>1,088,307</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	18	(182,850)		(174,476)	
<b>Net current assets</b>			<b>980,008</b>		913,831
<b>Total assets less current liabilities</b>			<b>2,042,668</b>		1,902,617
Creditors: amounts falling due after more than one year	19		(211,875)		(201,000)
<b>Net assets</b>	21		<b>1,830,793</b>		<b>1,701,617</b>
<b>The funds of the charity:</b>					
<b>General funds</b>					
Designated Strategic Reserve	22	421,274		421,274	
Other general funds	22	415,866		358,769	
			<b>837,140</b>		780,043
<b>Restricted funds</b>					
Bursaries fund	22	993,653		921,574	
			<b>993,653</b>		921,574
<b>Total charity funds</b>			<b>1,830,793</b>		<b>1,701,617</b>

The financial statements were approved by the Trustees on 26 March 2024 and signed on their behalf by:

  
Norman Murray CA

Chairman of the Board of Trustees

  
Jann Brown CA

Chair of the Audit Committee

The notes on pages 21 to 29 form part of these financial statements

# ICAS FOUNDATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

### 1. Accounting Policies

#### a) Basis of Preparation

The Financial Statements are prepared under the historical cost convention modified by the inclusion of fixed asset investments at market value. ICAS Foundation is a charity, registered in Scotland with Scottish Charity Number SC034836. The Charity's principal office is listed within the 'Reference and Administrative Details' of the Trustees' Annual Report. The financial statements are prepared in pound sterling, the Charity's functional currency. The Financial Statements are prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities in the UK and Republic of Ireland (Charities SORP FRS102), the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102 Section 1A), and the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity taken exemption from the preparation of the statement of cash flow under FRS102 Section 1A. The ICAS Foundation constitutes a public benefit entity as defined by FRS102.

The Trustees of the ICAS Foundation act independently of ICAS in fulfilling the charitable objectives of the Trust. ICAS provided considerable support for the administration and fundraising of the Charity in 2023. ICAS is a professional body incorporated in the United Kingdom by Royal Charter in 1854. The principal office is located at CA House, 21 Haymarket Yards, Edinburgh EH12 5BH. The principal activities of ICAS are the training and examination of students, the regulation of members and firms, supporting the lifelong professional development of members and influencing the professional and business environment in the public interest.

#### b) Statement of Financial Activities

Restricted funds are funds which are used in accordance with specific restrictions imposed by the donor or trust deed, The ICAS Foundation has one restricted fund:

- The Bursaries Fund is restricted to supporting young people in disadvantaged communities wishing to pursue their education at university.
- Unrestricted funds comprise those funds that the Trustees are free to use for any purpose in furtherance of the charitable objects. From time-to-time unrestricted funds may include designated funds where the Trustees, at their discretion, retain a fund for a specific purpose. The ICAS Foundation has one designated fund:

The "Designated Strategic Reserve" (previously known as "SCATE" Transfer Reserve) was created following the transfer of assets from SCATE to the ICAS Foundation. The designated fund represents the net assets received by way of transfer less any amounts utilised or re-designated in accordance with the Trustees' wishes and the Trust's charitable objects.

#### c) Going Concern Basis

The Foundation has undesignated restricted reserves of £415,866, designated reserves of £421,274 and restricted bursary funds of £993,653. These are stated after all bursaries and grants, including multi year awards, have been recognised within the financial statements. The Trustees undertake a thorough budgeting process on an annual basis to determine future funding for future periods after taking into account the anticipated annual running costs, the funds required to meet the stated reserves policy and also the cash and liquid reserves. The current cashflow forecast for the year to 31 December 2024 demonstrates a high level of cash reserves, further supported by the 2026 longer term plan. Based on this the Trustees believe that adopting the going concern basis of preparation is appropriate for these financial statements.

#### d) Income

All income is recognised once the Charity has entitlement to the resources, it is probable that the resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

All donations are accounted for gross when receivable. Related Gift Aid receivable is accrued. Income from investments is accounted for on the date on which it falls due to be received.

# ICAS FOUNDATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

### 1. Accounting Policies (continued)

#### e) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure, it is probable that settlement will be made, and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

#### f) Bursary and Grant Policy

Bursaries and Grants are awarded to third parties in the furtherance of the charitable objectives of the ICAS Foundation. Single or multi-year awards are accounted for when the recipient has received notification that they will receive a bursary or grant and any condition attaching to the grant is outside the control of the ICAS Foundation. In the case of multi-year awards, the full future liability is recognised at the point of award. When the Foundation is notified that a bursary or grant is no longer required, the commitment is reversed.

#### g) Transfers Between General Funds

The Trustees review reserves, at least annually, and decide whether amounts should be transferred to and from the designated reserves. 20% has been allocated to general funds based on the estimated time spent on the related activities.

#### h) Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

#### i) Expenditure on Raising Funds

The costs of raising funds consist of investment management fees and fundraising expenses for the ICAS Foundation, including promotional materials and online donation methods.

#### j) Expenditure on Charitable Activities

Costs of charitable activities include bursaries and grants made for student study, support costs and governance costs. Support costs are allocated against the charitable activities to which they relate.

#### k) Pension Costs

The pension costs charged in the financial statements represent the contribution payable by the Charity during the year in respect of the employees of the ICAS Foundation.

#### l) Fixed Asset Investments

Investments have been stated at market value as at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year. Investments quoted in foreign currencies are translated using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates are recognised in the result for the year.

#### m) Cash and Deposits

Cash at bank and in hand includes cash and short-term highly liquid investments that can be liquidated within 90 days on request. Cash held with the investment broker has been included within investments.

#### n) Gains and Losses on investments

All gains and losses are recognised in the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and market value at the start of year or purchase date if later. Unrealised gains and losses are calculated as the difference between the market value at the year end and that at the beginning of the year or purchase date if later.



# ICAS FOUNDATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

### 2. Taxation

The ICAS Foundation has charitable status and enjoys relief from taxation under Sections 521 to 536 of the Income Tax Act 2007. Donations and legacies to the ICAS Foundation may attract taxation relief for the donor.

The ICAS Foundation is not registered for Value Added Tax (VAT) and accordingly all VAT incurred is included in the expenditure concerned.

### 3. Trustee transactions

No Trustees received any remuneration during the year (2022 - £Nil). Expenses in the year were £320 (2022 - £126) with no Trustees being reimbursed (2022 – no Trustees reimbursed). Trustees made total donations of £6,360 (£9,190 in 2022).

### 4. Transactions with ICAS

ICAS is a regular donor to the ICAS Foundation. ICAS provides, without charge, financial, marketing and IT support. The administrative and governance support provided by ICAS as part of the MOU is included in the General funds. In 2023 ICAS met the full staff costs of the ICAS Foundation Director and contributed to staff costs of the Operations and Engagement Manager and the Operations and Fundraising Officer. Staff costs are split between the General and Restricted funds, 80% allocated to restricted and 20% allocated to general funds.

Donations from ICAS are shown in Note 6 and amounts due from and to ICAS at 31 December 2023 are shown in Note 15 and 18 respectively.

### 5. Key Judgements and Estimates

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

In preparing these financial statements, the trustees have made the following judgements:

- That the allocation of costs between unrestricted and restricted funds is appropriate
- That the level of bursaries and grants payable and recognized in the financial statements is appropriate.

### 6. Donations and Legacies

	2023	2022
	£	£
Donations from ICAS	147,268	184,834
Match-funded bursaries	18,750	10,000
Corporate donations	16,000	-
Voluntary donations	158,503	157,723
	<u>340,521</u>	<u>352,557</u>

In 2023 £27,513 (2022 - £41,219) was attributable to general funds and £313,008 (2022 - £311,338) was attributable to restricted funds.

## ICAS FOUNDATION

### NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

#### 7. Income from Investments

	2023	2022
	£	£
Dividends	28,756	22,797
Interest on cash deposits	20,796	8,011
	<u>49,552</u>	<u>30,808</u>

In 2023 £22,480 (2022 - £18,543) investment income was attributable to general funds and £27,072 (2022 - £12,265) was attributable to restricted funds.

#### 8. Other income

	2023	2022
	£	£
RBS compensation	<u>200</u>	<u>-</u>

In 2023 £200 (2022 - £nil) of other income was attributable to general funds and £Nil (2022 - £Nil) was attributable to restricted funds.

#### 9. Expenditure on Raising Funds

	2023	2022
	£	£
Fundraising costs	1,184	1,763
Investment manager fees	(65)	6,703
	<u>1,119</u>	<u>8,466</u>

In 2023 (£50) (2022 - £5,413) of expenditure on raising funds was attributable to general funds and £1,169 (2022 - £3,053) was attributable to restricted funds.

#### 10. ICAS Foundation Bursaries

	2023	2022
	£	£
Bursaries awarded in year (Note 19)	221,000	251,000
Bursaries no longer required (Note 19)	(49,625)	(75,000)
Match funded bursaries no longer required	-	13,000
Total bursaries (Note 12)	<u>171,375</u>	<u>189,000</u>

The cost of these bursaries awarded represents the total expenditure over the anticipated duration of the students' university careers. ICAS Foundation bursary expenditure was all attributed to restricted funds in 2023 and 2022. Bursaries no longer required relate to students who are no longer eligible for funding or funding has been reduced.

#### 11. Staff Costs

	2023	2022
	£	£
Salaries	116,352	106,689
Social security costs	12,281	10,822
Pension costs	9,888	8,828
	<u>138,521</u>	<u>126,339</u>

## ICAS FOUNDATION

### NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

#### 11. Staff Costs (continued)

The average number of employees during the year was 2.0 (2022 – 2.6). The average number of full-time equivalent employees during the year was 2.0 (2022 – 2.1). The ICAS Foundation has two employees who are entitled to join a defined contribution pension scheme.

There is one employee earning more than £60,000 (2022 - £Nil).

No remuneration was received by any of the Trustees, who are considered to be key management personnel.

#### 12. Charitable Expenditure and Support Costs

Expenditure on charitable activities	Direct Costs £	Support Costs £	2023 Total £	Direct Costs £	Support Costs £	2022 Total £
ICAS Foundation Bursaries	171,375	156,790	328,165	189,000	166,317	355,317
Other Bursaries	400	-	400	-	-	-
<b>Total</b>	<b>171,775</b>	<b>156,790</b>	<b>328,565</b>	<b>189,000</b>	<b>166,317</b>	<b>355,317</b>

Expenditure on charitable activities of £45,973 (2022 - £65,246) was attributed to general funds and £282,592 (2022 - £290,071) to restricted funds.

Support Costs	ICAS Foundation Bursaries 2023 £	ICAS Foundation Bursaries 2022 £
Office costs	9,895	11,737
Staff costs	138,521	126,339
Staff training	1,199	21,673
<b>Office and Staff costs</b>	<b>149,615</b>	<b>159,749</b>
Auditor's Remuneration	4,900	4,560
Trustees' indemnity insurance	1,954	1,882
Other costs – meeting attendance and other business	321	126
<b>Governance Costs</b>	<b>7,175</b>	<b>6,568</b>
<b>Total</b>	<b>156,790</b>	<b>166,317</b>

## ICAS FOUNDATION

### NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

#### 13. Fixed Asset Investments

<b>Fixed asset investments – listed</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Market value at 1 January</b>	<b>951,100</b>	1,057,442
Add: Acquisitions at cost	<b>997,344</b>	227,515
Less: Disposals at opening market value	<b>(951,099)</b>	(217,295)
Unrealised gains/(losses) on investments	<b>65,235</b>	(116,562)
<b>Market value at 31 December</b>	<b>1,062,580</b>	951,100
<b>Cash</b>		
Adam & Co Capital Cash Account	-	37,686
<b>Total investments</b>	<b>1,062,580</b>	988,786
<b>Historical cost of listed investments at 31 December</b>	<b>990,926</b>	803,593

The net gain on investments of £68,588 in the Statement of Financial Activities includes unrealised gain of £65,235 and realised gain of £3,353 (2022 Net loss- £150,768 [unrealised loss £116,563, realised loss £34,205]).

#### 14. Financial Instruments

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Carrying amount of financial assets</b>		
Financial assets measured at fair value through SOFA	<b>1,062,580</b>	988,786

Financial assets that are measured at fair value through the SOFA comprise of investments.

#### 15. Debtors and Prepayments

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Amounts due from ICAS	<b>13,490</b>	13,215
Gift Aid	<b>33,262</b>	25,117
Prepayments	<b>16,318</b>	2,399
Other debtors	<b>29,710</b>	17,963
	<b>92,780</b>	58,694

Other debtors include an amount of £15,563 (2022 - £7,750) due after more than one year.

#### 16. Fixed term deposits

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Flagstone	<b>669,071</b>	-
Close Brothers	-	169,014
Nationwide	-	103,259
United Trust Bank	<b>10,000</b>	100,000
	<b>679,071</b>	372,273

Fixed Term Deposits are cash on deposit for more than 90 days.

# ICAS FOUNDATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

### 17. Cash at Bank and in Hand

	2023	2022
	£	£
<b>General accounts</b>		
Cash on instant access		
Royal Bank of Scotland – General account	10,423	10,205
Royal Bank of Scotland – Interest Bearing account	379,636	628,905
Scottish Widows Deposit account	1,029	11,468
Virgin Deposit account	-	6,762
<b>Cash and cash equivalents</b>	<u>391,087</u>	<u>657,340</u>

Cash and cash equivalents comprise cash held with banks and money market deposits up to 90 days.

### 18. Creditors: Amounts Falling Due Within One Year

	2023	2022
	£	£
Foundation bursaries payable (Note 20)	157,875	163,300
Other Creditors and Accruals	11,728	1,788
Amounts due to ICAS	13,247	9,321
Trade creditors	-	67
	<u>182,850</u>	<u>174,476</u>

### 19. Creditors: Amounts Falling Due After More Than One Year

	2023	2022
	£	£
Foundation bursaries payable (Note 20)	<u>211,875</u>	<u>201,000</u>

### 20. Foundation Bursaries

	2023	2022
	£	£
<b>Bursaries payable - individual</b>		
As at 1 January	364,300	361,688
Bursaries awarded (Note 10)	221,000	251,000
Bursaries no longer required (Note 10)	(49,625)	(75,000)
Bursaries paid in year	(165,925)	(173,388)
<b>As at 31 December</b>	<u>369,750</u>	<u>364,300</u>

Total bursaries payable at 31 December are disclosed in Notes 18 and 19 as:

	2023	2022
	£	£
Creditors under 1 Year	157,875	163,300
Creditors over 1 Year	211,875	201,000
<b>Total Foundation bursaries payable</b>	<u>369,750</u>	<u>364,300</u>

# ICAS FOUNDATION

## NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

### 21. Analysis of Net Assets

#### As at 31 December 2023

	General funds £	Bursaries fund £	2023 Total £
Fund balances are represented by:			
Investments	820,381	242,199	1,062,580
Current assets	41,734	1,121,205	1,162,649
Current liabilities	(24,975)	(157,876)	(182,851)
Other liabilities	-	(211,875)	(213,375)
	<u>837,140</u>	<u>993,653</u>	<u>1,830,793</u>

#### As at 31 December 2022

	General funds £	Bursaries fund £	2022 Total £
Fund balances are represented by:			
Investments	761,578	227,208	988,786
Current assets	29,641	1,058,666	1,088,307
Current liabilities	(11,176)	(163,300)	(174,476)
Other liabilities	-	(201,000)	(201,000)
	<u>780,043</u>	<u>921,574</u>	<u>1,701,617</u>

### 22. Analysis of Charitable Funds

	Balance at Jan 2023 £	Incoming resources £	Resources expended £	Realised and unrealised gains and losses £	Transfers between funds £	Balance at Dec 2023 £
<b>General funds</b>						
Designated Strategic Reserve	421,274	-	-	-	-	421,274
Other General Funds	358,769	50,193	(45,923)	52,827	-	415,866
	<u>780,043</u>	<u>50,193</u>	<u>(45,923)</u>	<u>52,827</u>		<u>837,140</u>
<b>Restricted funds</b>						
Bursaries Fund	921,574	340,080	(283,761)	15,760	-	993,653
	<u>921,574</u>	<u>340,080</u>	<u>(283,761)</u>	<u>15,760</u>		<u>993,653</u>
<b>Total charity funds</b>	<u>1,701,617</u>	<u>390,273</u>	<u>(329,684)</u>	<u>68,587</u>		<u>1,830,793</u>

## ICAS FOUNDATION

### NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

#### 22. Analysis of Charitable Funds (Continued)


	Balance at Jan 2022 £	Incoming resources £	Resources expended £	Realised and unrealised gains and losses £	Transfers between funds £	Balance at Dec 2022 £
<b>General funds</b>						
Designated Strategic Reserve	421,274	-	-	-	-	421,274
Other General Funds	491,411	59,762	(70,659)	(121,745)	-	358,769
	<u>912,685</u>	<u>59,762</u>	<u>(70,659)</u>	<u>(121,745)</u>	<u>-</u>	<u>780,043</u>
<b>Restricted funds</b>						
Bursaries Fund	920,118	323,603	(293,124)	(29,023)	-	921,574
	<u>920,118</u>	<u>323,603</u>	<u>(293,124)</u>	<u>(29,023)</u>	<u>-</u>	<u>921,574</u>
<b>Total charity funds</b>	<u>1,832,803</u>	<u>383,365</u>	<u>(363,783)</u>	<u>(150,768)</u>	<u>-</u>	<u>1,701,617</u>


The Bursaries fund represents restricted donations for the ICAS Foundation to meet existing and future commitments for students assisted by the ICAS Foundation.

The Strategic Reserve is available for projects enhancing the strategic development of the ICAS Foundation.



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