

Charity registration number 1090995

Company registration number 4149246 (England and Wales)

GROUP FOR EDUCATION IN MUSEUMS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

GROUP FOR EDUCATION IN MUSEUMS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Marcus K Moore R Bruce L Hill J Blay S Cowie M Macey B Pearce H Sweetapple A Almeida	(Appointed 8 September 2022) (Appointed 21 June 2022)
Secretary	C Gisby	
Charity number	1090995	
Company number	4149246	
Registered office	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA	

GROUP FOR EDUCATION IN MUSEUMS

CONTENTS

	Page
Trustees' report	1 - 17
Independent examiner's report	18
Statement of financial activities	19
Balance sheet	20 - 21
Notes to the financial statements	22 - 35

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their annual report and financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

C Marcus

K Moore

R Bruce

L Hill

J Blay

S Cowie

E Havard

(Resigned 8 September 2022)

M Macey

B Pearce

H Sweetapple

(Appointed 8 September 2022)

A Almeida

(Appointed 21 June 2022)

Recruitment and appointment of trustees

The Board of Trustees appoints new Trustees. Trustees are recommended to the Board by the Nominations Sub Committee. Trustees are either co-opted or elected and elected Trustees are agreed by the membership at the GEM AGM.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Group for Education in Museums (GEM) is a membership organisation which supports everyone interested in learning across museums, heritage and cultural settings. GEM is a charity and a company limited by guarantee.

GEM is managed by a Board of Trustees according to its Memorandum and Articles of Association (incorporated on 29 January 2001, as amended on 11 Sep 2019 as amended on 21 Sep 2021 as amended on 08 Sep 2022

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Chair's Statement

In 2022, GEM demonstrated its important role as a sector support organisation, enabling museum learning colleagues to connect and learn together, to thrive and develop new skills across the UK.

GEM's Board has identified five strategic priorities, and I will briefly outline our progress against these in 2022:

Driving and diversifying membership

I'm pleased to report that GEM's membership remained stable. At the end of 2022, there were 730 GEM members, 255 of which were Institutional members and 475 Individual members, throughout the UK and beyond. GEM has seen good take up for the four new levels of membership for Institutions introduced in 2021 based on turnover.

Empowering our community

In 2022, the Linbury Trust and Nimrod Capital made generous contributions towards GEM's core work, enabling us to build upon our support for the sector focusing on renewal and regrowth after the disruption of the Covid-19 pandemic. This renewed offer focused on the development of the One-to-One mentoring programme. Over 40 mentees were supported during the year, and the application linked to the refreshed and updated GEM Core Competency Framework.

GEM increased its online training to meet the needs of the museum learning community. Satisfaction rates for GEM's activity based on training & conference surveys in 2022 was 96% good or excellent, demonstrating the impact of GEM's high-quality provision.

GEM took part in events, including the Museums & Heritage Show, Museums Association Conference and an English Heritage Study Day, to support colleagues in high quality learning events across the sector.

In September, we held GEM's first hybrid conference at the Museum of Making in Derby, supported by the Art Fund, and attended by just under 300 participants. We were delighted that Tony Butler, Sir Geoff Palmer, Francois Mairesse (Sorbonne Nouvelle), Kate Bellamy

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

(Clare Duffield Foundation) and Jenny Waldman (Art Fund) were able to join us and provide keynotes.

Over 1200 participants took part in GEM Area and Nation events during 2022, and GEM also supported colleagues internationally, including a partnership with NEMO (Network of European Museum Organisations), ReReeti Revitalising Museums in India.

GEM produced three publications in 2022, the Journal for Education in Museums featured articles by Henry McGhie (climate empowerment), Professor Charlotte Williams OBE (Black, Asian and Minority Perspectives and the New Curriculum in Wales) and Understanding and Reducing Inequalities in Museum Visiting Mark O'Neill. The Journal also included contributions from MA students, GEM Italy and book reviews. GEM Case Studies focused on Health & Wellbeing and Young People.

Realising the Digital Dividend

GEM expanded its online training offer, utilising a virtual learning platform, and developing new courses to meet the needs of the museum and heritage learning community. GEM delivered training events throughout the year focused on a range of topics from the core competencies, climate action, family programming and intersectionality. GEM delivered programmes in partnership with Share Museums East, Museum Development South East and the Northern Ireland Museums Council. GEM worked in partnership to promote the Museum & Heritage Show learning award and the Sandford Award in Heritage Education to the museum learning community. During 2022, over 1000 participants were involved in GEM's training and events programme.

Building strategic partnerships for a sustainable future

2022 provided an opportunity for GEM to further develop its partnership work. Significant collaborations with organisations including the Art Fund, Welsh Government, Culture Health & Wellbeing Alliance, Museums Association, Engage, Clare Duffield Foundation, and NEMO enabled GEM to reach a wider audience, demonstrating a joined up strategic approach. We continued to work collaboratively across the four Nations and internationally, expanding GEM's contacts and presence as both a UK and global network. In Wales, working with GEM Cymru and the Welsh Government, we delivered an ambitious programme supporting museums and cross sector organisations with the introduction of the new Curriculum for Wales.

Sustainable profitable business planning

With the support of the Linbury Trust, Nimrod Capital and good levels of earned income, GEM's finances remained stable in 2022, increasing overall turnover due to project funding from the Welsh Government. Improved income for job advertising and training provides a positive indicator of post pandemic sector recovery, as well as GEM's longer-term resilience

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

in line with the ambitions of our business plan. Following a successful application to Arts Council England, GEM was delighted to be offered funding in 2022, to commence in April 2023, as an Investment Principles Support Organisation (IPSO). Support from the Arts Council enables GEM to substantially increase its support for the museum learning sector, helping museums to be ambitious for their learning programmes, and embrace inclusivity and relevance. With the support of the Linbury Trust, we have further developed our online learning programmes, mentoring offer, partnerships, and advocacy work for museum learning.

We are delighted to see GEM thrive and grow during 2022. GEM is a unique community in which we connect and learn **together** - it is this sense of community that has galvanised the learning sector to support each other and to remain resilient. Participation from members has helped GEM develop as a valuable sector support organisation, enabling us to share practice and support each other for the public benefit. This is not possible without the collaboration of many, whom I wish to thank.

Thank you to our members across the four Nations and beyond for your support and commitment to sharing resources, best practice and ideas with enthusiasm and generosity. We are particularly grateful to the GEM Area and Nation representatives and our other volunteers who give up so much of their time and expertise to support GEM. Thank you to the organisations who work collaboratively with GEM for the benefit of the museum and heritage learning sector.

My thanks to the GEM Trustees for all their support and guidance in 2022 and to the GEM Team for all their hard work (Rachel Tranter, Sara Wallington, Claire Gisby, Jessica England, Devon Turner & Katya Provornaya) ensuring that GEM continues to support the sector and share excellent practice for the public benefit.



Caroline Marcus, Chair

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Image: Peace Museum

GEM's Vision & Charitable Objects

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage, and cultural settings, creating inspiring experiences, relevant for everyone; that promote equality, transform and enrich lives.

GEM's **values** are Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity

GEM's **tagline** is "GEM – we connect and learn together"

GEM delivers its vision through five strategic aims:

1. Driving and diversifying membership
2. Empowering our community
3. Realising the Digital Dividend
4. Building strategic partnerships for a sustainable future
5. Sustainable profitable business planning

Through these aims, GEM fulfils its charitable objects to promote and advance education, especially museum and heritage education, for public benefit. GEM carries out this object by the provision of training and through sharing of resources in museum and heritage education and also through promoting research into all aspects of museum and heritage education, disseminating the results of its findings for the benefit of the public.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

GEM's Achievements and Impact in 2022



Image: Museum of London

'GEM has really changed for the better in recent years. It is refreshing to see GEM embrace new perspectives and to respond to changes within the sector and supporting professionals to do the same.' Membership Survey Respondent, Feb 2022.

GEM is a professional network organisation, focused on supporting everyone delivering learning in museums, heritage, and cultural settings. GEM provides training and professional development opportunities, 1-1 support, an annual conference and regular events, dedicated representatives across all four Nations of the UK, publications and digital resources, support for sector recruitment, as well as leading conversations and advocacy about practice and the development of learning.

GEM's mission is to support and empower its community of colleagues to connect and develop their knowledge and skills to deliver learning.

In 2022, GEM achieved a conditional funding offer from Arts Council England to join the National Portfolio as an Investment Principles Support Organisation (IPSO). This conditional offer was subsequently confirmed in the Spring of 2023. A significant achievement, this funding has recognised GEM's place within the cultural ecosystem of the UK and its contribution to the development of museums. GEM will be focusing on supporting the

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

sector with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity and Relevance over the next three years.

1. Diversifying Membership

GEM has maintained its membership over the last few years, which given the pressures on museums and practitioners arising from cost of living and pandemic impacts, demonstrates the continued need and support for GEM from the museum learning sector. At the end of 2022 there were 730 GEM members, 255 of which were Institutional members and 475 Individual members, throughout the UK and beyond. GEM has seen good take up for the four new levels of membership for Institutions introduced in 2021 based on turnover. 69% of members responding to the 2022 survey stated that GEM membership provided good value for money, with the introduction of all staff memberships seen as beneficial.

“The institutional membership is good value and being able to offer online training and conferences to the whole team at a reduced rate is beneficial for our large team”

“Yes - the resources are relevant and useful. The community is supportive, and the cost is affordable”

2022 survey respondents

GEM performed well in terms of numbers membership outside of England in 2022 (71 members in Scotland, Wales and N Ireland by September) and over 2200 colleagues engaged with the GEM Jiscmail online discussion group, contributing to GEM’s vibrant community of learning practitioners. The GEM Membership Task & Finish Group continued to encourage lapsed and cancelled members to re-join GEM and noted that over 20% of new sign ups were organisations from the broader heritage and cultural sector, reflecting the diversity of GEM membership & its reach.

Membership numbers at the end of 2022



Working across the four Nations and beyond

Over 1200 participants took part in GEM Area and Nation events in 2022.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Events encouraged area-based networking through coffee and chat meetings and also focused on important topics such as supporting children in poverty, LGBTQ+ language in heritage and working with trainee teachers. GEM Freelancers arranged a number of tea talks during the year focusing on pay and conditions, finding work and demystifying different types of freelance work. GEM Italy, formed in January 2021 was very active with several events held online attracting Italian speaking learning professionals across Europe. The GEM International Task & Finish Group was active in supporting GEM's partnership with NEMO (Network of European Museum Organisations), ReReeti Revitalising Museums in India as well as organising content for conference.

GEM Cymru and the new Curriculum for Wales

In May 2022, GEM was awarded a total of £43,000 for two projects which would support museums and cross sector organisations with the introduction of the new Curriculum for Wales. These projects follow the consultation and training small grant which GEM delivered with the support of GEM Cymru in 2021. The projects include training, micro grants case studies, and resources to support museums across Wales take advantage of the opportunity that the new curriculum presents. GEM also secured £37,700 in grant funding from the Welsh Government to deliver a programme supporting museums with the Anti-Racist Wales Action Plan (ARWAP) due for completion in 2024.

2. Empowering Our Community

GEM's focus is on enabling everyone involved in delivering learning with opportunities to connect and learn together. Empowering our community is a key focus of GEM's charitable objects to promote and advance museum and heritage education, and produce, promote, and disseminate research in education for the public benefit.

Satisfaction rates for GEM's activity based on training & conference surveys in 2022 was 96% good or excellent - demonstrating the quality of GEM's provision. Over 94% of respondents stated that GEM supports the cultural and learning sector and over 81% state GEM supports & inspires positive change.

In 2022, the Linbury Trust and Nimrod Capital made generous contributions towards GEM's core work, enabling us to build upon our support for the sector focusing on renewal and regrowth after the disruption of the Covid-19 pandemic. This renewed offer focused on the development of the One-to-One mentoring programme and increased online training to meet the needs of the museum learning community. Support from the Linbury Trust has also enabled GEM to develop substantial partnership work, building capacity for initiatives across the four Nations and the preparation needed to achieve a successful application to Arts Council England as part of the National Portfolio programme.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

One to One Mentoring Programme



With the support of the Linbury Trust and Nimrod Capital over 40 mentees were supported in two rounds of the One to One mentoring programme in 2022, recruited through a renewed application process linked to the updated [GEM Core Competency Framework](#). The key areas for development identified by mentees included career progression, digital engagement, community engagement and programme planning. Participants rated the programme impact as very good, ranking it at 4.5 out of 5 across all evaluations.

"The mentoring programme definitely afforded me the space I wanted to discuss my strengths and areas of development. It was a really supportive environment."

"I felt the mentoring programme offered more than I asked for, in the best possible way!! I felt really inspired, not just to achieve in my current role but to move forward and take my career to a new level."

2022 Mentees

NEMO the Network of European Museum Organisations developed a partnership with GEM in 2022 enabling 10 NEMO members across Europe with the opportunity to access the programme in two rounds, Spring & Autumn 2022. The benefit of mentoring across borders was recognised in the feedback from the NEMO mentees & the GEM Mentors.

"Learning about the similarities and differences in the way we approach things was the main benefit. Connecting with a colleague outside of the UK was a really rewarding experience, and a great demonstration of what the online mentor process allows us to do." GEM Mentor

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Training, Events & GEM Conference



Image: GEM

In 2022, GEM reintroduced in person sessions alongside a dynamic programme of online training courses and events. In May GEM took part in the Museums & Heritage Show at Olympia, meeting with attendees at the GEM stand and engaging in a networking event. GEM presented a talk about working with schools now and in the future, taking account of digital innovation. A study day was arranged at Brodsworth Hall, Yorkshire in partnership with English Heritage focused on the Liberty & Lottery exhibition, and exploring the transatlantic history of enslaved people connected to the hall.

From September 7-9, GEM arranged its first hybrid conference at the Museum of Making in Derby which provided both in person and online access to conference. Generous support from The Art Fund enabled online access. Conference was attended by 151 in-person, and 121 online delegates. Over the course of three days, 62 activities were delivered, including keynote and members' presentations, panel discussions, workshops, site visits and fringe events. 96% of in-person and 71% of online survey respondents defined the GEM Conference as "excellent" or "good". The lower satisfaction rates for the online event were mainly because the delegates felt that they missed out on networking opportunities and hands on workshops. These suggestions will be taken into consideration during planning for GEM Conference 2023.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Keynote speakers included academic and diversity activist Sir Geoff Palmer, Jenny Waldman, Director of the Art Fund, Kate Bellamy from the Clore Duffield Foundation and François Mairesse from La Sorbonne Nouvelle in Paris. In-person delegates enjoyed the variety of activities including the hands-on workshops and the off-site visits. Online delegates appreciated the access to the talks and the opportunity to catch up post-conference.

“I liked having the opportunity to join in virtually and/or in-person. I did some of both which suited my circumstances”

“The words of Sir Geoffrey Palmer will stay with me and influence my work for this year. Must admit I find the reports on projects from the people who were on the ground delivering them the most inspiring”

GEM Conference Delegates 2022

Publications

GEM produced three publications in 2022, the Journal for Education in Museums featured articles by Henry McGhie (climate empowerment), Professor Charlotte Williams OBE (Black, Asian and Minority Perspectives and the New Curriculum in Wales) and Understanding and Reducing Inequalities in Museum Visiting Mark O’Neill. The Journal also included contributions from MA students, GEM Italy and book reviews. GEM Case Studies focused on Health & Wellbeing and Young People.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3. Realising the Digital Dividend



Image: National Railway Museum

Building on the step change in delivery through digital 2020-21, GEM continued to develop its online learning offer in 2022, utilising a virtual learning platform through which GEM Courses could be delivered. Five courses were delivered online engaging over 100 participants. GEM delivered training events throughout the year focused on a range of topics from the core competencies, climate action, family programming and intersectionality. GEM delivered programmes in partnership with Share East, Museum Development South East and the Northern Ireland Museums Council. GEM worked in partnership to promote the Museum & Heritage Show learning award and the Sandford Award in Heritage Education to the museum learning community. Over 1000 participants were involved in GEM's training and events programme, and remained consistently high with 4.5 average satisfaction rates for a scale of 1-5 (5 being highest).

GEM's digital presence continued to steadily grow in 2022, attracting over 11,450 followers on Twitter and 3063 followers on LinkedIn and 1072 on Instagram by the end of the year.

4. Building Strategic Partnerships & for a Sustainable Future

GEM continued to strengthen key strategic partnerships in 2022, working closely with CHWA (Culture, Health & Wellbeing Alliance) on the development of a new programme for museums, focused on embedding health & wellbeing work strategically. GEM continued to work with Engage, and supported the Museums Association Conference, Learning & Engagement Manifesto event in Edinburgh.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

GEM's work across the four nations grew in 2022 with positive collaborations with Museums Galleries Scotland, Northern Ireland Museums Council, and substantial partnership work with the Welsh Government through grant funding to support museums with the new curriculum for Wales and the Anti-Racist Wales Action Plan (ARWAP).

GEM received funding from the Kickstart Scheme in 2022. This government scheme created new jobs for 16- to 24-year-olds on Universal Credit who are at risk of long-term unemployment. A young person from Kent joined the GEM team in February, as GEM Digital Marketing & Training Officer, supporting social media and communications over a six-month period. A former Kickstart candidate joined GEM as a volunteer later in the year, undertaking research into the levelling up for culture places and supporting job advertisements.

GEM spent a considerable amount of time in 2022 working on the successful application to the Arts Council National Portfolio programme, and in November GEM received a conditional offer for a 3-year funding period. GEM was also delighted to receive funding from the Art Fund as part of the Re-imagine grant programme in December.

5. Sustainable Profitable Business Planning

With the support of the Linbury Trust, Nimrod Capital and good levels of earned income, GEM's finances remained stable in 2022, increasing overall turnover due to project funding from the Welsh Government. Improved income for job advertising and training provides an indicator of sector recovery as well as GEM's longer-term resilience in line with the ambitions of the business plan.

Financial review

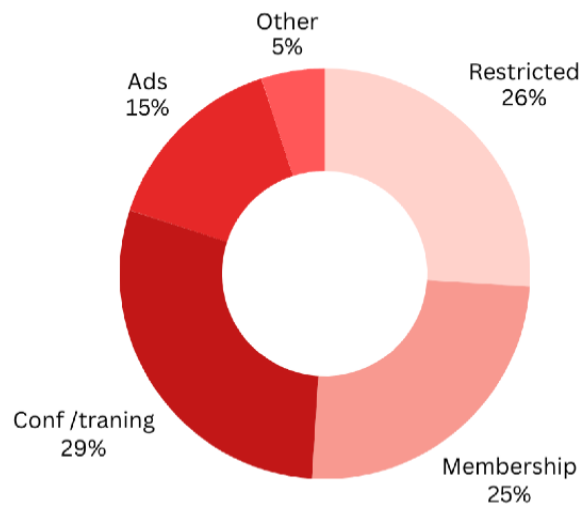
GEM retained its reserve levels, ensuring that the reserve policy and investment in GEM's future development can be resourced in 2023. GEM exceeded key performance indicators relating to core income, including income from training and job advertising - demonstrating GEM's growth since the pandemic and sustainability.

GROUP FOR EDUCATION IN MUSEUMS

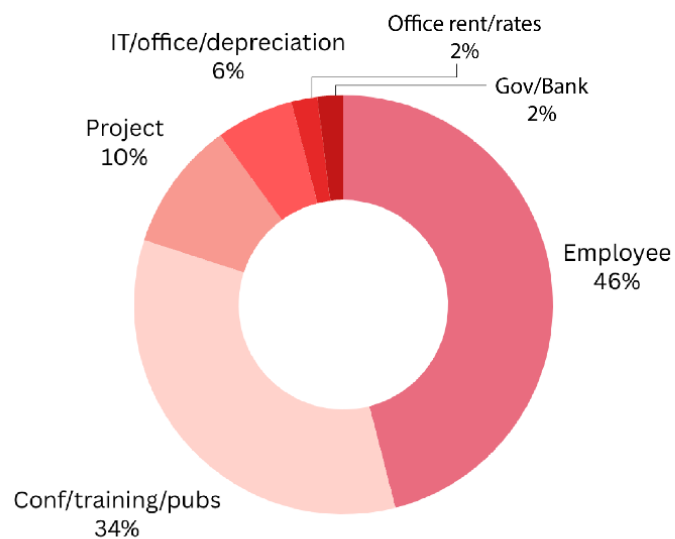
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

INCOME



EXPENDITURE



GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Looking forward to 2023



Credit: Clifton Suspension Bridge Trust

In 2023, we will deliver on the ambitions set out in our application to the Arts Council, the Art Fund supported Re-Imagine programme and the projects funded by Welsh Government to support museums in Wales.

GEM's focus includes the following key areas:

- Successful delivery of GEM's IPSO programme focused on supporting the sector, focusing in particular on IPSOs Ambition & Quality & Inclusivity & Relevance
- Continuation of the One-to-One Mentoring Programme with an increased focus on engaging underrepresented groups as both mentors and mentees, and participants from the Levelling up for Culture Places
- Delivery of a place-based conference in Medway, focusing on the Historic Dockyard Chatham
- Development of a bespoke virtual learning platform that integrates with the GEM website
- Support for freelancers / practitioners who are under-represented in the workforce and developing initiatives to encourage workforce diversity
- Development of programmes to embed health and wellbeing
- Delivery of programmes supporting museums in Wales with the new Curriculum and the Anti-Racist Wales Action Plan

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

GEM

We connect &
learn together

THE
LINBURY
TRUST



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

NIMROD
CAPITAL N



Image: Leeds Museums and Galleries

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees' report was approved by the Board of Trustees.



.....
C Marcus

Trustee

Date: 21 June 2023
.....

GROUP FOR EDUCATION IN MUSEUMS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GROUP FOR EDUCATION IN MUSEUMS

I report to the trustees on my examination of the financial statements of Group for Education in Museums (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

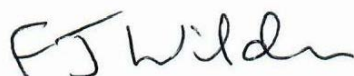
Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Frances Wilde FCCA DChA

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 3 August 2023

GROUP FOR EDUCATION IN MUSEUMS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Unrestricted funds 2022 £	Restricted funds 2021 £	Total 2021 £
Income from:						
Donations and legacies	3	60,543	65,813	126,356	60,036	153,012
Charitable activities	4	117,923	1,716	119,639	-	85,474
Investments	5	348	-	348	11	11
Total income		<u>178,814</u>	<u>67,529</u>	<u>246,343</u>	<u>92,976</u>	<u>238,497</u>
Expenditure on:						
Charitable activities	6	177,907	60,011	237,918	86,172	231,297
Net gains/(losses) on investments	11	(1,651)	-	(1,651)	6,545	6,545
Net (outgoing)/incoming resources before transfers		<u>(744)</u>	<u>7,518</u>	<u>6,774</u>	<u>6,941</u>	<u>13,745</u>
Gross transfers between funds		(684)	684	-	-	-
Net movement in funds		<u>(1,428)</u>	<u>8,202</u>	<u>6,774</u>	<u>6,804</u>	<u>13,745</u>
Fund balances at 1 January 2022		<u>139,183</u>	<u>(1,145)</u>	<u>138,038</u>	<u>(7,949)</u>	<u>124,293</u>
Fund balances at 31 December 2022		<u><u>137,755</u></u>	<u><u>7,057</u></u>	<u><u>144,812</u></u>	<u><u>(1,145)</u></u>	<u><u>138,038</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	12		-		389
Investments	13		48,495		50,146
			<u>48,495</u>		<u>50,535</u>
Current assets					
Debtors	15	14,923		20,004	
Cash at bank and in hand		97,632		90,624	
		<u>112,555</u>		<u>110,628</u>	
Creditors: amounts falling due within one year	16	(16,238)		(23,125)	
Net current assets			96,317		87,503
Total assets less current liabilities			<u>144,812</u>		<u>138,038</u>
Income funds					
Restricted funds	18		7,057		(1,145)
<u>Unrestricted funds</u>					
Designated funds	19	88,112		88,112	
General unrestricted funds		49,643		51,071	
		<u>137,755</u>		<u>139,183</u>	
			<u>144,812</u>		<u>138,038</u>

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET (CONTINUED)

AS AT 31 DECEMBER 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on21 June 2023



.....
C Marcus
Trustee

Company registration number 4149246

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

Group for Education in Museums is a private company limited by guarantee incorporated in England and Wales. The registered office is Admiral's Office (B7), The Historic Dockyard, Chatham, Kent, ME4 4TZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements. It is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

1.5 Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies (Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment	25% straight line
----------------------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Expenditure of a capital nature of less than £200 is not capitalised.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method 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. Financial assets classified as receivable within one year are not amortised.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans 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. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	-	-	-	4,803	-	4,803
Grants receivable	-	65,813	65,813	-	92,976	92,976
Membership fees	60,543	-	60,543	55,233	-	55,233
	<u>60,543</u>	<u>65,813</u>	<u>126,356</u>	<u>60,036</u>	<u>92,976</u>	<u>153,012</u>
Grants receivable for core activities						
CRF 1	-	-	-	-	38,550	38,550
CRF 2	-	-	-	-	20,700	20,700
Linbury	-	25,000	25,000	-	25,000	25,000
NHLF	-	-	-	-	6,850	6,850
Area Convenors	-	-	-	-	1,376	1,376
Art Fund	-	-	-	-	500	500
Welsh Government Projects	-	33,150	33,150	-	-	-
Kickstart	-	7,663	7,663	-	-	-
	<u>-</u>	<u>65,813</u>	<u>65,813</u>	<u>-</u>	<u>92,976</u>	<u>92,976</u>

4 Charitable activities

	2022	2021
	£	£
Sales within charitable activities	70,063	37,306
Services provided under contract	35,866	40,586
Ancillary trading income	1,330	2,405
Other income	12,380	5,177
	<u>119,639</u>	<u>85,474</u>
Analysis by fund		
Unrestricted funds	117,923	85,474
Restricted funds	1,716	-
	<u>119,639</u>	<u>85,474</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

7 Grants payable

	2022 £	2021 £
Grants to institutions:		
Hay Castle Trust	1,305	-
Snowdonia National Park (Yr Ysgwrn)	1,200	-
National Trust	1,000	-
Greenfield Valley Museum	850	-
Royal Welsh Fusiliers Museum	1,200	-
Merthyr Tydfil Leisure Trust	1,200	-
Carmarthanshire Museum	1,200	-
Penmaenmawr Museum	1,200	-
Hen Eglwys Santes Fair	950	-
The Egypt Centre	1,000	-
Milford Haven Museum	1,200	-
Rhondda Heritage Park	1,200	-
	<u>13,505</u>	<u>-</u>
Grants to individuals	3,163	933
	<u>16,668</u>	<u>933</u>

8 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Accountancy fees	-	1,440	1,440	-	1,824	1,824
Trustees' expenses and meeting costs	-	4	4	-	2,148	2,148
	<u>-</u>	<u>1,444</u>	<u>1,444</u>	<u>-</u>	<u>3,972</u>	<u>3,972</u>
Analysed between Charitable activities	<u>-</u>	<u>1,444</u>	<u>1,444</u>	<u>-</u>	<u>3,972</u>	<u>3,972</u>

Governance costs includes payments to the Independent Examiner of £1,440 (2021- £1,824).

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. One trustee received reimbursement of subsistence expenses of £4 (2021: £2,148) and one trustee received payment for the provision of a training course (disclosed in Note 21).

10 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
	4	4
	<u>4</u>	<u>4</u>
Employment costs	2022	2021
	£	£
Wages and salaries	100,672	103,699
Social security costs	4,666	4,650
Other pension costs	3,359	3,243
	<u>108,697</u>	<u>111,592</u>

The charity employs 4 (2021:4) part time staff. This equates to 2.8 (2021: 2.8) full time staff.

There were no employees whose annual remuneration was more than £60,000.

11 Net gains/(losses) on investments

	Unrestricted	Unrestricted
	funds	funds
	2022	2021
	£	£
Revaluation of investments	(1,651)	6,545
	<u>(1,651)</u>	<u>6,545</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

12 Tangible fixed assets

Fixtures, fittings and equipment
£

Cost

At 1 January 2022 6,551

At 31 December 2022 6,551

Depreciation and impairment

At 1 January 2022 6,162

Depreciation charged in the year 389

At 31 December 2022 6,551

Carrying amount

At 31 December 2022 -

At 31 December 2021 389

13 Fixed asset investments

Listed
investments
£

Cost or valuation

At 1 January 2022 50,146

Valuation changes (1,651)

At 31 December 2022 48,495

Carrying amount

At 31 December 2022 48,495

At 31 December 2021 50,146

14 Financial instruments

2022

£

2021

£

Carrying amount of financial assets

Instruments measured at fair value through profit or loss 48,495 50,146

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

15 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	14,923	19,856
Other debtors	-	148
	<u>14,923</u>	<u>20,004</u>
	<u><u>14,923</u></u>	<u><u>20,004</u></u>

16 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Other taxation and social security		3,353	6,060
Deferred income	17	9,904	10,000
Trade creditors		517	3,238
Other creditors		562	245
Accruals		1,902	3,582
		<u>16,238</u>	<u>23,125</u>
		<u><u>16,238</u></u>	<u><u>23,125</u></u>

17 Deferred income

	2022	2021
	£	£
Other deferred income	9,904	10,000
	<u>9,904</u>	<u>10,000</u>

Deferred income is included in the financial statements as follows:

	2022	2021
	£	£
Deferred income is included within:		
Current liabilities	9,904	10,000
	<u>9,904</u>	<u>10,000</u>
Movements in the year:		
Deferred income at 1 January 2022	10,000	-
Released from previous periods	(5,000)	-
Resources deferred in the year	4,904	10,000
	<u>9,904</u>	<u>10,000</u>
Deferred income at 31 December 2022	<u><u>9,904</u></u>	<u><u>10,000</u></u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds				Balance at 31 December 2022
	Balance at 1 January 2021	Incoming resources	Resources expended	Balance at 1 January 2022	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£
Emergency funding and Project funding	(7,949)	92,976	(86,171)	(1,145)	-	-	1,145	-
Kickstart Scheme grant 2022	-	-	-	-	7,663	(7,663)	-	-
Welsh Government - Curriculum	-	-	-	-	4,900	(3,351)	(1,837)	(288)
Linbury - 2022 funding	-	-	-	-	25,000	(24,887)	-	113
Ashley Foundation	-	-	-	-	8,900	-	-	8,900
Welsh Government - Part 1	-	-	-	-	17,535	(20,470)	-	(2,935)
Welsh Government - Part 2	-	-	-	-	1,815	(3,140)	-	(1,325)
Area Convenors	-	-	-	-	1,716	(500)	1,376	2,592
	<u>(7,949)</u>	<u>92,976</u>	<u>(86,171)</u>	<u>(1,145)</u>	<u>67,529</u>	<u>(60,011)</u>	<u>684</u>	<u>7,057</u>

Kickstart Scheme grant 2022:	6 month work placement for a young person aged 16-24
Welsh Government Curriculum:	Welsh curriculum consultation & training programme in museums
Linbury 2022:	Delivery of a programme of training & mentoring to a range of museums impacted by COVID-19
Ashley Foundation:	Exploring Cynefin through Creative expression for young people
Welsh Government Part 1:	Welsh curriculum consultation & training programme in museums
Welsh Government Part 2:	Welsh curriculum consultation & training programme in museums
Area Convenors:	For branch expenditure

The Welsh Government funds in deficit are cleared by receipts in 2023.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Balance at 1 January 2021	Movement in funds		Movement in funds		Balance at 31 December 2022
	Incoming resources	Balance at 1 January 2022	Incoming resources	Balance at 31 December 2022	
£	£	£	£	£	
70,000	18,112	88,112	-	88,112	
<u>70,000</u>	<u>18,112</u>	<u>88,112</u>	<u>-</u>	<u>88,112</u>	
<u><u>70,000</u></u>	<u><u>18,112</u></u>	<u><u>88,112</u></u>	<u><u>-</u></u>	<u><u>88,112</u></u>	

The designated fund is the surplus from the annual conference, training days and other seminars which is retained to fund such events in the future.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

20 Analysis of net assets between funds

	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:								
Tangible assets	-	-	-	-	389	-	-	389
Investments	48,495	-	-	48,495	50,146	-	-	50,146
Current assets/(liabilities)	1,148	88,112	7,057	96,317	535	88,112	(1,144)	87,503
	<u>49,643</u>	<u>88,112</u>	<u>7,057</u>	<u>144,812</u>	<u>51,070</u>	<u>88,112</u>	<u>(1,144)</u>	<u>138,038</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022	2021
	£	£
Aggregate compensation	40,510	-
	<u>40,510</u>	<u>-</u>

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Services provided	
	2022	2021
	£	£
Key management personnel	338	-
	<u>338</u>	<u>-</u>

One trustee received £337.50 for the provision of a training course.