

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 2023**

# GROUP FOR EDUCATION IN MUSEUMS

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	C Marcus K Moore R Bruce L Hill S Cowie M Macey B Pearce A Almeida K Molson	(Appointed 21 June 2023)
<b>Secretary</b>	L Peek	
<b>Charity number</b>	1090995	
<b>Company number</b>	4149246	
<b>Registered office</b>	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
<b>Independent examiner</b>	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
<b>Bankers</b>	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA	

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# GROUP FOR EDUCATION IN MUSEUMS

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# GROUP FOR EDUCATION IN MUSEUMS

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2023

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The trustees present their annual report and financial statements for the year ended 31 December 2023.

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

(Resigned 21 March 2024)

S Cowie

M Macey

B Pearce

H Sweetapple

(Resigned 30 June 2023)

A Almeida

K Molson

(Appointed 21 June 2023)

### **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 2023

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### Chair's Statement

In 2023, GEM began its role as an Arts Council Investment Principles Support Organisation (IPSO) demonstrating 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 made significant progress with regards to its five strategic priorities in 2023 and I will briefly outline GEM's performance:

#### **Driving and diversifying membership**

I'm pleased to report that GEM's membership remained stable. At the end of 2023, there were 730 GEM members, 243 of which were Institutional members and 487 Individual members, throughout the UK and beyond. GEM members reflect the breadth of museums, heritage and cultural institutions of all scales throughout the UK and beyond. We were particularly pleased to see an increase in membership from organisations and individuals in Wales, Scotland and Northern Ireland (88 members). Our freelance network continues to grow, strengthened by targeted support.

#### **Empowering our community**

In April 2023, GEM became an Arts Council Investment Principles Support Organisation focused on supporting the sector with two of the key principles – Ambition & Quality and Inclusivity & Relevance. We are delighted to be part of the National Portfolio and the opportunities that this has afforded.

We are also incredibly grateful to the Linbury Trust and Nimrod Capital for their generous contributions towards GEM's core work, enabling us to further develop the One-to-One mentoring programme. 90 mentees were supported during the year with alignment to the GEM Core Competency Framework. We were also delighted that our partnership with NEMO (Network of European Museum Organisations) continues this year with 10 mentees being supported from across Europe.

GEM's online training welcomed over 2000 participants through a wide range of courses and events to meet the needs of the museum learning community. Satisfaction rates were

# GROUP FOR EDUCATION IN MUSEUMS

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

*FOR THE YEAR ENDED 31 DECEMBER 2023*

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very high and 91% of participants responding stated that GEM's provision was excellent or good value for money, demonstrating the impact of GEM's high-quality provision.

In addition to its digital programming, GEM took part in several in person events, including the Museums & Heritage Show, Museums Association Conference.

In September, we held GEM's second hybrid conference at the Historic Dockyard in Chatham supported by Arts Council, Art Fund and the Baring Foundation. This successful event was attended by 500 participants. We were delighted that Emmie Kell (Arts Council), David Cutler (Baring Foundation), Sam Allen (Creative Arts Social), Paul Cowell (Medway Council) and Gary Younge were able to join us and provide keynotes.

Over 1200 participants took part in GEM Area and Nation events during 2023, and GEM also supported colleagues internationally through our ongoing partnership with NEMO and ReReeti Revitalising Museums in India, as well as through our training provision which increasingly is being accessed by colleagues beyond the UK.

GEM produced three publications in 2023, the Journal for Education in Museums edited by our wonderful new editors' Dr Dominique Bouchard and Dr Sadia Habib. Our three GEM Case Studies focused on Hybrid Learning, Social Impact, and a special bilingual edition featuring Welsh Curriculum related case studies.

### **Realising the Digital Dividend**

GEM expanded its online training offer introducing 7 new courses, 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 including mental health, safeguarding, health & wellbeing, sensory experiences, anti-racism alongside practical sessions looking at 3D printing. GEM delivered programmes in partnership with Museum Development GEM and helped to promote the Museum & Heritage Show Learning Award and the Sandford Award for Heritage Education to the museum learning community. During 2023, GEM's digital learning engagement increased by 50% compared with 2022.

### **Building strategic partnerships for a sustainable future**

2023 provided an opportunity for GEM to further develop its partnership work. Significant collaborations with organisations including the Arts Council, Art Fund, Welsh Government, Culture Health & Wellbeing Alliance, Museums Association, Engage, Clore 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

# GROUP FOR EDUCATION IN MUSEUMS

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

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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the new Curriculum for Wales and the delivery of ARWAP – the anti-racist Wales action plan.

### **Sustainable profitable business planning**

With the support of the Arts Council, Welsh Government, the Linbury Trust, Nimrod Capital, Art Fund, Baring Foundation and good levels of earned income, GEM's finances performed well in 2023, increasing overall turnover due to project funding from the Arts Council, Welsh Government and Art Fund. Improved income from job advertising and training provides a positive indicator of the need for GEM and its services as well as GEM's longer-term resilience in line with the ambitions of our business plan.

We are delighted to see GEM thrive and grow during 2023. GEM is a unique community in which we connect and learn **together** - it is this sense of community that continues to galvanise 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 2023 including our new Trustee Ashley Almeida. On behalf of the Board thank you to the GEM Team for all their hard work (Rachel Tranter, Sara Wallington, Katya Provornaya, Zoe Ridgway and Tali Krikler) 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 2023

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*© Andre Pattenden, Chiswick House and Gardens Trust*

### **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



# GROUP FOR EDUCATION IN MUSEUMS

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

### FOR THE YEAR ENDED 31 DECEMBER 2023

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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.

### GEM's Achievements and Impact in 2023



© GEM

*"It is a brilliant support network, has excellent resources and is a very proactive and approachable organisation. You feel like true colleagues with the office staff and other members."*  
GEM Membership Survey 2023

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.

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# GROUP FOR EDUCATION IN MUSEUMS

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

### FOR THE YEAR ENDED 31 DECEMBER 2023

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

GEM celebrated its 75<sup>th</sup> anniversary in 2023, inviting members present and past to share their stories in a celebration of museum learning through the decades in a dynamic web based archive. This significant anniversary was officially marked at GEM Conference in September with the launch of [GEM75](#).

In April 2023, GEM joined the Arts Council National Portfolio as an Investment Principles Support Organisation (IPSO). In this first year, GEM commenced a comprehensive programme of support for the sector focusing on with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity and Relevance. Achieving the IPSO funding and status was a significant achievement for GEM and this new role recognises GEM's important and unique place within the cultural ecosystem of the UK and its contribution to the development of museums and cultural organisations.

GEM delivered extensive activities supported by the Welsh Government in 2023 with two programmes supporting museums and cross sector organisations with the introduction of the new curriculum and an in-depth programme embedding anti-racism in museum learning practice.

In June 2023, GEM Director Rachel Tranter was recognised in the King's first Birthday Honours with an MBE for services to museums, heritage and the arts. The award ceremony took place in November, shining a light on GEM and its charitable work.

### **1. Driving & Diversifying Membership**

GEM has successfully 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 2023 there were 730 GEM members, 243 of which were Institutional members and 487 individual members, throughout the UK and beyond. The membership numbers reflect a slight decline in Institutional membership and an increase in Individual membership, which is probably a reflection of budget pressures affecting museums.

The GEM Survey 2023 showed excellent levels of satisfaction, demonstrating a marked improvement from previous years. Respondents stated that GEM membership was good value for money, with an increase from 69% in 2021/22 to 82% in the 2023 survey.

*"The quality of training, resources and access to networks demonstrates excellent value for money."*

*GEM Survey 2023*

GEM continued to perform well in terms of numbers membership outside of England in 2023 with 88 members in Scotland, Wales and Northern Ireland and 37 overseas members.

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# GROUP FOR EDUCATION IN MUSEUMS

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

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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2,317 colleagues engaged with the GEM Jiscmail online discussion group, contributing to GEM's vibrant community of learning practitioners. GEM's reach into the wider sector continues to grow with a large percentage of sign-ups in 2023 from the broader heritage and cultural sector, reflecting the diversity of GEM membership and its reach.

### *Membership numbers at the end of 2023*



### **Working across the four Nations and beyond**

GEM Area and Nation Reps, supported members and the museum learning community in their local areas through a dynamic programme of place-based events. 1,202 participants engaged with 29 events all over the UK which focused on a range of themes including SEND inclusion, environmental sustainability, early years and trauma informed practice. GEM Italy successfully hosted webinars for large Italian speaking audiences online in partnership with NEMO and ICOM with a focus on evaluation. The GEM Freelance network continued to thrive, supporting freelancers across the sector through an active WhatsApp forum and online tea talks focusing on skills development such as funding and building partnerships. The GEM team continued to strengthen the Area Reps team and during 2023 there was a 43% increase in the number of Area reps, with 18% of them being from Levelling Up for Culture Places. Regular meetings and training sessions for the area reps continue, with reps being included in research, supporting the IPSO programme and having the opportunity to contribute to and present at Conference and GEM's wider work.

### **GEM Cymru and the new Curriculum for Wales**

In June 2023, GEM successfully applied for and was awarded a total of £100,000 over two years by the Welsh Government for projects which will support museums and cross sector organisations develop their learning services related to the Curriculum for Wales. The projects include a Museum Learning Support Grant funding programme, a new GEM Learning Mentor scheme and the development of a cross-sector training package to support heritage learning providers across Wales take advantage of the opportunity that the new curriculum presents. As part of this funding agreement, GEM will undertake research leading to an in-depth impact report for Welsh Government into the effectiveness of GEM's

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# GROUP FOR EDUCATION IN MUSEUMS

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

### FOR THE YEAR ENDED 31 DECEMBER 2023

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work in Wales and how the new curriculum is influencing heritage learning services in Wales.

GEM continued to deliver a programme supporting museums with the Anti-Racist Wales Action Plan (ARWAP) through action learning sets and training sessions led by Dr Marian Gwyn. GEM participated in a special event at the Senedd in Cardiff on the 19<sup>th</sup> October. The event focused on celebrating the contribution of museums to cultural rights, anti-racism and wellbeing in Wales. GEM's work was highlighted in speeches and GEM Cymru interacted with delegates.



*© National Museums Wales*

## 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 in 2023 were very high with conference and training surveys scored 91% good or excellent - demonstrating the quality of GEM's provision. In the GEM Survey 2023 91% of respondents stated that GEM supports the cultural and learning sector, 91% agreed that GEM has a thorough understanding of the learning and education sectors needs and 89% stated that GEM supports and inspires positive change.

## GROUP FOR EDUCATION IN MUSEUMS

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

#### FOR THE YEAR ENDED 31 DECEMBER 2023

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In April 2023 GEM began its new role as an Arts Council IPSO (Investment Principles Support Organisation). GEM embarked on an ambitious programme of 10 activities focusing on supporting the sector with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity & Relevance. The activities included in-depth research looking at museum learning led by Freelance Consultant, Kara Wescombe Blackman. In 2023, GEM undertook extensive consultation through the GEM Survey, focus groups and face-to-face conference consultation to feed into this research. The research is available online and has been widely disseminated. Other activities focused on engaging with museums in the Levelling Up for Culture Places and career pathways.

Alongside support from the Arts Council, the Linbury Trust and Nimrod Capital continued to support GEM's mentoring programme and online training for the first quarter of 2023.

Following confirmation at the end of November 2022, GEM began to deliver a Reimagine Art Fund grant funded programme in 2023 which included action learning sets, EDI training and a special issue of [GEM Case Studies](#) focused on reimagining engagement in the museum and heritage learning sector.

#### One to One Mentoring Programme



© GEM

With the support of the Linbury Trust (Spring Round), Nimrod Capital and Arts Council England (Autumn Round) 90 mentoring partnerships were created through the One to One programme in 2023. Mentees rated the mentoring programme impact as very good 4.5 out of 5 and the vast majority 9 out of 10 partnerships were completed.

## GROUP FOR EDUCATION IN MUSEUMS

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

#### FOR THE YEAR ENDED 31 DECEMBER 2023

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*“The GEM One-To-One Mentoring programme was one of the most meaningful experiences at the start of my career as a museum professional.”*

*“I would say it was a very positive experience. It was wonderful to talk to someone who works in the same area that can give advice and recommend where to find information and inspiration. Being mentored by someone outside your organisation, means a fresh perspective and new areas of experience to discuss.”*

2023 Mentees

GEM’s partnership with NEMO (the Network of European Museum Organisations) became established enabling mentees from across Europe to participate in the programme. The benefit of mentoring across borders was recognised in the feedback from the NEMO mentees & the GEM Mentors and 10 European mentees took part in 2023.

*“I personally got a lot out of the conversations as my mentee was bringing a new perspective as someone coming to the UK to study and I think that meant she had a lot of curiosity and energy, but she also brought some fascinating experiences and perspectives from her own background which I appreciated her sharing.”*

GEM Mentor

### Training, Events & GEM Conference



© GEM

# GROUP FOR EDUCATION IN MUSEUMS

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

### FOR THE YEAR ENDED 31 DECEMBER 2023

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In 2023, GEM focused on developing a varied 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 creating sustainable community partnerships featuring Richard O'Neill and Dr Sadia Habib.

GEM arranged its second hybrid conference in Chatham at the Historic Dockyard on 13-15 September, supported by Arts Council England, Art Fund and the Baring Foundation. The conference theme *Ambitious for Learning: Inclusive and Relevant Programmes for All* – was informed by two of the Arts Council's Investment Principles that GEM is focusing on as an IPSO.

The conference was attended by 180 in-person, and 320 online delegates. Over the course of three days, 59 activities were delivered, including keynote and members' presentations, panel discussions, workshops, site visits and fringe events. 91% of in-person and 91% of online survey respondents defined the GEM Conference as "excellent" or "good" demonstrating significant improvement for online attendees which included an app from GEM's first hybrid conference in 2022.

*All GEM conferences I've been to have been great but this I thought was the best!*

GEM Conference Survey 2023



Keynote speakers included Paul Barnard, Gary Younge, Emmie Kell, Sam Allen, Sam Cairns, Paul Cowell, David Cutler, Professor Richard Sandell, E-J Scott and Dr Bernadette Lynch.

In-person delegates enjoyed the variety of activities including the hands-on workshops, museum research consultation and the off-site visits. Online delegates appreciated the access to the talks and the opportunity to network online and catch up post-conference.

As part of the Conference, GEM celebrated its 75th anniversary. A special digital project #GEM75 was launched during the conference to celebrate this important milestone: [GEM75](#).

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# GROUP FOR EDUCATION IN MUSEUMS

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

**FOR THE YEAR ENDED 31 DECEMBER 2023**

*Excellent sessions - keynotes, member presentations and workshops; friendly and welcoming space created by GEM staff, members and attendees*

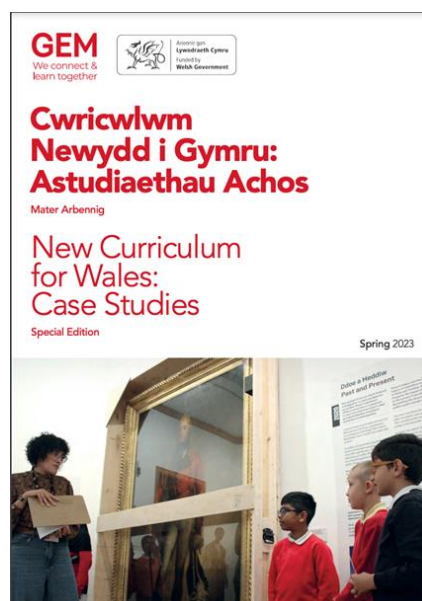
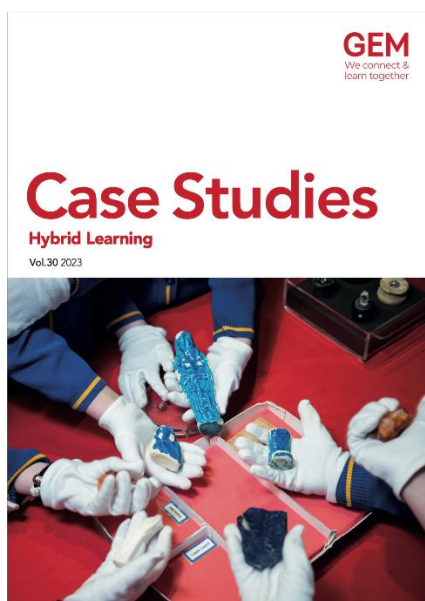
*The connections and sharing of experience is invaluable and I left the conference feeling less isolated in my work*

*Highest quality hybrid offering I've witnessed!*

*Very interesting speakers and the online set up was very easy to use and navigate.*

*GEM Conference Delegates 2023*

### Publications



GEM produced three case study publications in 2023, focusing on Hybrid Learning, Social Impact and a special bilingual edition of GEM Case Studies on the New Curriculum for Wales. GEM welcomed Dr Dominique Bouchard and Dr Sadia Habib as new editors for the Journal for Education in Museums. GEM Journal 43 was circulated in early 2024 and featured articles by colleagues including Emily Nelson, Sue Davies, Hawwa Alam, Dr Shashi Bala and three book reviews exploring contemporary museum learning titles.

### 3. Realising the Digital Dividend

GEM continued to develop an extensive programme of online training in 2023 via its online platform Teachable, with the addition of seven new online courses and a wide variety of



# GROUP FOR EDUCATION IN MUSEUMS

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

### FOR THE YEAR ENDED 31 DECEMBER 2023

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events. Over 2000 participants engaged in GEM's training programme which focused on safeguarding, SEND in museums, anti-racism, the Welsh curriculum, mental health and sustainable partnerships. GEM developed new partnerships and built on existing relationships to deliver training in collaboration with Museum Development, Engage, Artwork and ReReeti India. GEM also facilitated an in person visit to the Victoria & Albert Museum in partnership with La Sorbonne Nouvelle.

Building on the success of the One to One mentoring programme and Foundation Course in Museum Learning, GEM developed a new leadership programme: Emerging Leaders supported by Arts Council and Rising Leaders for more experienced practitioners supported by the Art Fund. Feedback was consistently high with 92% of training participants stating that the training was good or very good value for money. 71% said that the courses exceeded or strongly exceeded their expectations.

GEM worked in partnership to promote the Museum & Heritage Show Learning Award and the Sandford Award for Heritage Education to the museum learning community.

GEM continued to build its digital presence in 2023, engaging with 11,478 followers on Twitter and 3,926 followers on LinkedIn and 1,377 on Instagram by the end of the year.

#### **4. Building Strategic Partnerships & for a Sustainable Future**

GEM continued to strengthen key strategic partnerships in 2023, working closely with CHWA (Culture, Health and Wellbeing Alliance) on the development of a new programme for museums, focused on embedding health and wellbeing work strategically. £249,071 in funding from the National Lottery Heritage Fund for the CHWA/GEM Working Together project was confirmed in June 2023 working with six partner museums.

GEM continued to work with Engage and attended the Museums Association Conference in Newcastle.

GEM's work across the four nations grew in 2023 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).

In 2023 GEM supported an application to the Arts and Humanities Research Council (AHRC) for a £1m interdisciplinary project that aims to create sensory interventions available to all. GEM is one of The Sensational Museum project partners which was launched in June, aiming to use what we know about disability representation and inclusive practice to positively change how museums work for everyone.

GEM's relationship with the Art Fund developed this year with a grant confirmed as part of the Reimagine programme and support for GEM Conference in Chatham.

# GROUP FOR EDUCATION IN MUSEUMS

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

*FOR THE YEAR ENDED 31 DECEMBER 2023*

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### **5. Sustainable Profitable Business Planning**

With the support of Arts Council England, Nimrod Capital and good levels of earned income, GEM's financial situation was very positive in 2023. GEM increased overall turnover due to funding from the Arts Council and Welsh Government. Good levels of earned income from membership, job advertising and training provides an indicator of sector need for GEM as well as GEM's longer-term resilience, sustainability and profitability in line with the ambitions of the business plan.

#### **Financial review**

GEM's income continued to diversify in 2023 with the addition of funding from the Arts Council from April onwards alongside its regular sources of earned income and other grants. Overall turnover increased as a result of GEM's 2023 financial performance and GEM exceeded key performance indicators relating to core income, including earned income from membership, training, conference and job advertising.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The charity's unrestricted reserves at 31 December 2023 were £228,993. Restricted reserves were -£2,834. Funding was received after the year end to clear the deficit. One funder makes funds available once expenditure has been incurred.

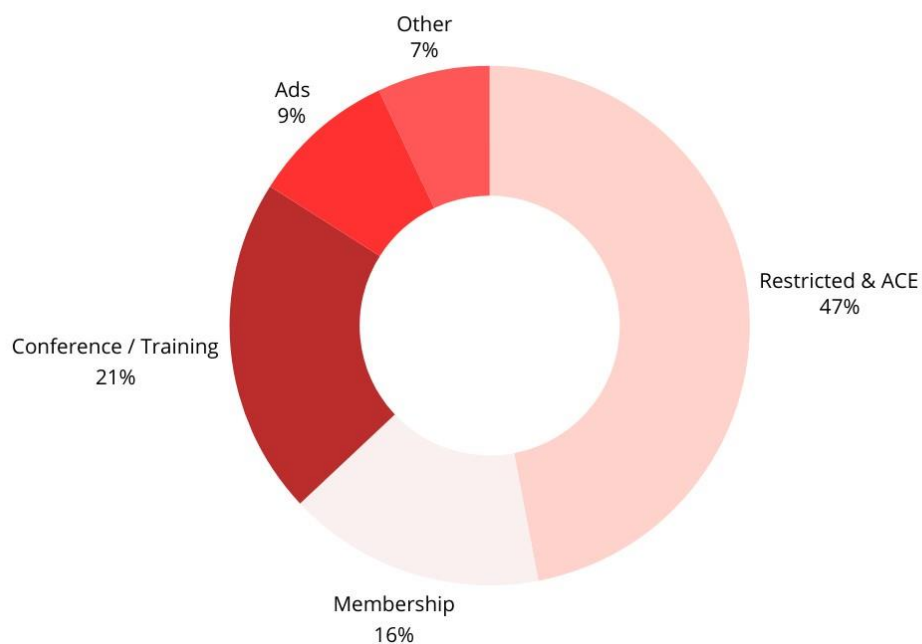
# GROUP FOR EDUCATION IN MUSEUMS

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

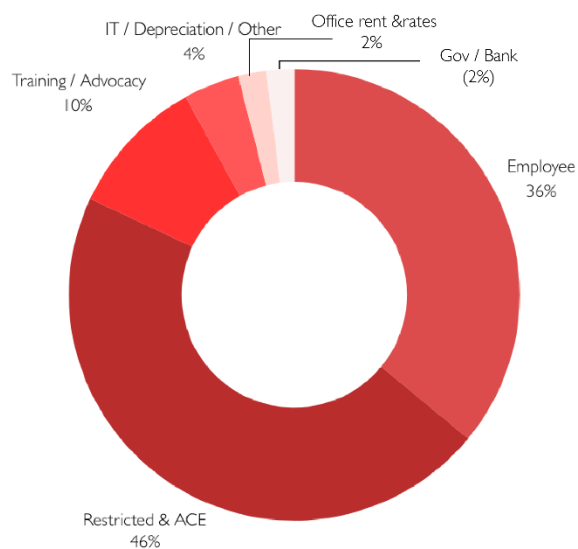
FOR THE YEAR ENDED 31 DECEMBER 2023

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### INCOME



### EXPENDITURE



# GROUP FOR EDUCATION IN MUSEUMS

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

*FOR THE YEAR ENDED 31 DECEMBER 2023*

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### Looking forward to 2024



*© The Postal Museum*

In 2024, GEM will deliver on the ambitions set out in our application to the Arts Council and deliver 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 and Inclusivity & Relevance
- Publication of GEM's Museum Research and focus on priorities for the future
- 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 dynamic conference in Bristol focused on the value of learning
- 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 and successful delivery of the Working Together programme
- 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 2023

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# GEM

We connect &  
learn together

THE  
**LINBURY**  
TRUST



Ariennir gan  
Lywodraeth Cymru  
Funded by  
Welsh Government

**NIMROD** CAPITAL



© GEM

# GROUP FOR EDUCATION IN MUSEUMS

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

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



.....  
C Marcus

**Trustee**

Date: 2 July 2024 .....

# GROUP FOR EDUCATION IN MUSEUMS

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF GROUP FOR EDUCATION IN MUSEUMS

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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 2023.

#### **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**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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: 2 July 2024

# GROUP FOR EDUCATION IN MUSEUMS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 DECEMBER 2023**

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<b>Income from:</b>							
Donations and legacies	3	204,970	67,131	272,101	60,543	65,813	126,356
Charitable activities	4	133,805	500	134,305	117,923	1,716	119,639
Investments	5	2,862	-	2,862	348	-	348
<b>Total income</b>		<u>341,637</u>	<u>67,631</u>	<u>409,268</u>	<u>178,814</u>	<u>67,529</u>	<u>246,343</u>
Charitable activities	6	<u>251,318</u>	<u>77,810</u>	<u>329,128</u>	<u>177,907</u>	<u>60,011</u>	<u>237,918</u>
Net gains/(losses) on investments	11	<u>1,207</u>	<u>-</u>	<u>1,207</u>	<u>(1,651)</u>	<u>-</u>	<u>(1,651)</u>
<b>Net income/(expenditure)</b>		<u>91,526</u>	<u>(10,179)</u>	<u>81,347</u>	<u>(744)</u>	<u>7,518</u>	<u>6,774</u>
Transfers between funds		<u>(288)</u>	<u>288</u>	<u>-</u>	<u>(684)</u>	<u>684</u>	<u>-</u>
<b>Net movement in funds</b>		<u>91,238</u>	<u>(9,891)</u>	<u>81,347</u>	<u>(1,428)</u>	<u>8,202</u>	<u>6,774</u>
<b>Reconciliation of funds:</b>							
Fund balances at 1 January 2023		<u>137,755</u>	<u>7,057</u>	<u>144,812</u>	<u>139,183</u>	<u>(1,145)</u>	<u>138,038</u>
<b>Fund balances at 31 December 2023</b>		<u><u>228,993</u></u>	<u><u>(2,834)</u></u>	<u><u>226,159</u></u>	<u><u>137,755</u></u>	<u><u>7,057</u></u>	<u><u>144,812</u></u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.



# GROUP FOR EDUCATION IN MUSEUMS

## BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023		2022	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	13		1,645		-
Investments	14		-		48,495
			<u>1,645</u>		<u>48,495</u>
<b>Current assets</b>					
Debtors	15	11,372		14,923	
Cash at bank and in hand		223,447		97,632	
		<u>234,819</u>		<u>112,555</u>	
<b>Creditors: amounts falling due within one year</b>	16	10,305		16,238	
		<u>10,305</u>		<u>16,238</u>	
Net current assets			224,514		96,317
<b>Total assets less current liabilities</b>			<u>226,159</u>		<u>144,812</u>
<b>The funds of the charity</b>					
Restricted income funds	18	(2,834)		7,057	
Unrestricted funds		228,993		137,755	
		<u>226,159</u>		<u>144,812</u>	


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 2023.

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 on 2 July 2024



C Marcus  
Trustee

Company registration number 4149246 (England and Wales)

# GROUP FOR EDUCATION IN MUSEUMS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 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 2023

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#### 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.

#### 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
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# GROUP FOR EDUCATION IN MUSEUMS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 1 Accounting policies

(Continued)

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.

##### **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.

# GROUP FOR EDUCATION IN MUSEUMS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 1 Accounting policies (Continued)

##### ***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.

#### 3 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Grants receivable	127,500	67,131	194,631	-	65,813	65,813
Membership fees	77,470	-	77,470	60,543	-	60,543
	<u>204,970</u>	<u>67,131</u>	<u>272,101</u>	<u>60,543</u>	<u>65,813</u>	<u>126,356</u>
<b>Grants receivable for core activities</b>						
Linbury	-	-	-	-	25,000	25,000
Art Fund	-	13,590	13,590	-	-	-
Welsh Government Projects	-	53,541	53,541	-	33,150	33,150
Kickstart	-	-	-	-	7,663	7,663
Arts Council England	127,500	-	127,500	-	-	-
	<u>127,500</u>	<u>67,131</u>	<u>194,631</u>	<u>-</u>	<u>65,813</u>	<u>65,813</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 4 Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Sales within charitable activities	66,184	-	66,184	70,063	-	70,063
Services provided under contract	53,486	-	53,486	35,866	-	35,866
Ancillary trading income	1,633	-	1,633	1,330	-	1,330
Other income	12,502	500	13,002	10,664	1,716	12,380
	<u>133,805</u>	<u>500</u>	<u>134,305</u>	<u>117,923</u>	<u>1,716</u>	<u>119,639</u>

### 5 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	<u>2,862</u>	<u>348</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 6 Expenditure on charitable activities

	<b>Charitable activities 2023 £</b>	<b>Charitable activities 2022 £</b>
<b>Direct costs</b>		
Staff costs	123,483	108,697
Depreciation and impairment	223	390
Conference and course costs	49,653	71,659
Publication costs	4,125	9,381
Rent and rates	4,819	3,785
Bank and credit card charges	1,913	2,227
IT, office and sundry costs	12,007	13,308
Project expenses (Excl. salaries)	122,921	10,359
Area events	2,889	3,163
	<u>322,033</u>	<u>222,969</u>
Grant funding of activities (see note 7)	-	13,505
<b>Share of support and governance costs (see note 8)</b>		
Support	1,460	-
Governance	5,635	1,444
	<u>329,128</u>	<u>237,918</u>
<b>Analysis by fund</b>		
Unrestricted funds	251,318	177,907
Restricted funds	77,810	60,011
	<u>329,128</u>	<u>237,918</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 7 Grants payable

	Charitable activities 2022 £
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>

### 8 Support costs allocated to activities

	2023 £	2022 £
Accountancy	1,460	-
Governance costs	5,635	1,444
	<u>7,095</u>	<u>1,444</u>
<b>Analysed between:</b>		
Charitable activities	<u>7,095</u>	<u>1,444</u>

Governance costs includes payments to the independent examiner of £1,488 (2022: £1,440) for accounts preparation and independent examination.

### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Nil trustee(s) received reimbursement of expenses totalling £nil (2022: one trustee received £4 reimbursement of expenses and one trustee received payment for the provision of a training course, disclosed in Note 21).



# GROUP FOR EDUCATION IN MUSEUMS

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

### 10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	4	4

#### Employment costs

	2023 £	2022 £
Wages and salaries	114,405	100,672
Social security costs	6,081	4,666
Other pension costs	2,997	3,359
	<u>123,483</u>	<u>108,697</u>

The charity employs 4 (2022:4) part time staff. This equates to 3 (2022: 2.8) full time staff.

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

#### Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	<u>51,742</u>	<u>46,705</u>

### 11 Gains and losses on investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Gains/(losses) arising on:		
Revaluation of investments	<u>1,207</u>	<u>(1,651)</u>

### 12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

# GROUP FOR EDUCATION IN MUSEUMS

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

### 13 Tangible fixed assets

	<b>Fixtures, fittings and equipment £</b>
<b>Cost</b>	
At 1 January 2023	6,551
Additions	1,868
	<hr/>
At 31 December 2023	8,419
	<hr/>
<b>Depreciation and impairment</b>	
At 1 January 2023	6,551
Depreciation charged in the year	223
	<hr/>
At 31 December 2023	6,774
	<hr/>
<b>Carrying amount</b>	
At 31 December 2023	1,645
	<hr/> <hr/>

### 14 Fixed asset investments

	<b>Listed investments £</b>
<b>Cost or valuation</b>	
At 1 January 2023	48,495
Additions	1,207
Disposals	(49,702)
	<hr/>
At 31 December 2023	-
	<hr/>
<b>Carrying amount</b>	
At 31 December 2023	-
	<hr/> <hr/>
At 31 December 2022	48,495
	<hr/> <hr/>

### 15 Debtors

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	11,372	14,923
	<hr/> <hr/>	<hr/> <hr/>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		2,632	3,353
Deferred income	17	2,870	9,904
Trade creditors		1,841	517
Other creditors		674	562
Accruals and deferred income		2,288	1,902
		<u>10,305</u>	<u>16,238</u>

### 17 Deferred income

	2023 £	2022 £
Other deferred income	<u>2,870</u>	<u>9,904</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>2,870</u>	<u>9,904</u>
Movements in the year:		
Deferred income at 1 January 2023	9,904	10,000
Released from previous periods	(9,904)	(5,000)
Resources deferred in the year	<u>2,870</u>	<u>4,904</u>
Deferred income at 31 December 2023	<u>2,870</u>	<u>9,904</u>

# GROUP FOR EDUCATION IN MUSEUMS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Welsh Government - Curriculum	(288)	-	-	288	-
Linbury - 2022 funding	113	-	(113)	-	-
Ashley Foundation	8,900	-	(8,491)	-	409
Welsh Government - Part 1	(2,935)	25,969	(32,347)	-	(9,313)
Welsh Government - Part 2	(1,325)	8,185	(7,722)	-	(862)
Area Convenors	2,592	-	(2,592)	-	-
Art Fund	-	13,590	(6,649)	-	6,941
Anti-Racism Wales	-	19,887	(19,896)	-	(9)
	<u>7,057</u>	<u>67,631</u>	<u>(77,810)</u>	<u>288</u>	<u>(2,834)</u>
<b>Previous year:</b>					
	At 1 January 2022	Incoming resources	Resources expended	Transfers	At 31 December 2022
	£	£	£	£	£
Emergency funding and Project funding	(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>(1,145)</u>	<u>67,529</u>	<u>(60,011)</u>	<u>684</u>	<u>7,057</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 18 Restricted funds

(Continued)

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
Art Fund:	For programme of activity that aims to re imagine museum learning engagement with a focus on equalities and diversity training, leadership training and case studies.
Anti-Racism Wales:	A 3-year grant programme that aims, through training and action learning to support museums in Wales to become actively anti racist in line with Welsh Government policy.

The Welsh Government funds in deficit are cleared by receipts in the following financial year.

### 19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
Designated funds	88,112	-	-	62,487	-	150,599
General funds	49,643	341,637	(251,318)	(62,775)	1,207	78,394
	<u>137,755</u>	<u>341,637</u>	<u>(251,318)</u>	<u>(288)</u>	<u>1,207</u>	<u>228,993</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

### 19 Unrestricted funds

(Continued)

Previous year:	At 1 January 2022	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2022
	£	£	£	£	£	£
Designated funds	88,112	-	-	-	-	88,112
General funds	51,071	178,814	(177,907)	(684)	(1,651)	49,643
	<u>139,183</u>	<u>178,814</u>	<u>(177,907)</u>	<u>(684)</u>	<u>(1,651)</u>	<u>137,755</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 2023**

### 20 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2023 are represented by:								
Tangible assets	1,645	-	-	1,645	-	-	-	-
Investments	-	-	-	-	48,495	-	-	48,495
Current assets/(liabilities)	76,749	150,599	(2,834)	224,514	1,148	88,112	7,057	96,317
	<u>78,394</u>	<u>150,599</u>	<u>(2,834)</u>	<u>226,159</u>	<u>49,643</u>	<u>88,112</u>	<u>7,057</u>	<u>144,812</u>

# GROUP FOR EDUCATION IN MUSEUMS

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

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### 21 Related party transactions

#### Transactions with related parties

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

	Services provided	
	2023	2022
	£	£
Key management personnel	-	338
	<u>          </u>	<u>          </u>

In 2022, one trustee received £337.50 for the provision of a training course.