Excellence, Achievement & Learning Limited

Annual Report and Financial Statements

Year Ended

31 March 2026

Company Number 02700780

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Company Information

Registered Number	02700780
Registered Office	Lytchett House, 13 Freeland Park Wareham Road Poole Dorset, BH16 6FA
Directors	Sir J McDonald GBE (Chair) Dr I Ritchey OBE (appointed 01/02/26) A Watson MBE M I Tarry P A Birt (resigned 11/12/25) M J Evans S Hunter S A Pamplin S L Sandle J P Beaty A L Weaver L Logan A Williams MBE R Wilson B Carpenter-Merritt (appointed 17/09/25) N Randles (appointed 17/09/25) S Lambert (appointed 17/09/25, resigned 20/05/26)
Independent auditor	Crowe U.K. LLP 4th Floor, St James House St James Square Cheltenham GL50 3PR
Bankers	Barclays Bank plc 62/64 High Street Watford WD17 2BT
Solicitors	DLA Piper U.K. LLP 1 St Peter's Square Manchester M2 3DE

Strategic Report

Excellence, Achievement and Learning Limited (EAL) continued to perform strongly against its financial targets during 2025-26 while making good progress against its strategic objectives. Throughout the year, EAL invested in digital capability, systems and operational improvements to enhance customer experience, strengthen regulatory compliance, and support future growth. Assessment volumes increased, supported by continued demand across EAL's core markets.

Financial performance

Over the past four years we have seen growth of EAL averaging 5% year on year despite the economic challenges. We continue to mitigate against profit erosion with fair pricing strategies, cost management and introducing new products. EAL has donated over £11 million over the past four years to the charity, demonstrating consistent delivery and wider sustained impact.

Customer experience highlights

In 2025–26, 346 customers took part in our annual Customer Satisfaction Survey across telephone and online channels, providing valuable feedback on their experience of working with EAL. We received a Customer Satisfaction Index score of 81.6% and a Net Promoter Score of 27.6. More than three-quarters of customers said EAL performs better than, or as well as, other awarding organisations. The three words most commonly used to describe EAL were “professional,” “supportive” and “efficient,” reflecting the strong relationships we continue to build with our customers.

EAL achievements

Significant achievements during 2025-26 included:

- Launching the UK's first fully regulated qualification in battery manufacturing in partnership with the UK Battery Industrialisation Centre, supporting the development of skills for the future workforce.
- Developing our partnership with the Baker Dearing Educational Trust through support for its Awards programme and development of a new Literacy in Engineering qualification for pre-16 learners, scheduled for rollout in Spring 2027.
- Progressing our international growth strategy through engagement with centres in Oman and collaboration with the Oman Society for Petroleum Services (OPAL).
- Continuing development of T Levels, with approvals secured across all five released Occupational Specialisms, including qualifications, sample assessments, and supporting materials.
- Delivering the Low Carbon Heating Occupational Specialism in partnership with WJEC, supported by employers, colleges, and industry stakeholders.

Quality assurance, compliance, and governance

During the year, EAL further strengthened its approach to quality assurance, regulatory compliance, and governance. This included the introduction of dedicated compliance and assurance roles, enhanced oversight of incident management and regulatory activity, and the implementation of a more structured, risk-based approach to internal audit and assurance.

EAL also continued to review and improve key operational processes across assessment, governance, and customer service functions. This work has improved consistency, strengthened controls, and supported the development of more standardised operational guidance. Investment in colleague development and regulatory training has further enhanced organisational capability.

Brand and stakeholder engagement

EAL continues to focus on positioning itself as the specialist awarding organisation of first choice for the engineering, manufacturing, and building services engineering sectors. EAL continues to work with industry, educators, partners, and policymakers, using data insight, intelligence and horizon scanning through its networks, to help inform its understanding of the direction of change within the sector, enabling the development of the optimum products and services to drive a sustainable future.

Continuing to strengthen its brand presence and market voice, EAL invested significantly in growing the reach and impact of its digital channels during the year. EAL's LinkedIn audience grew by 31%, surpassing 7,200 followers for the first time and reflecting increasing engagement with employers, providers, and industry stakeholders.

Investment in broader brand awareness and campaign activity beyond existing audiences also delivered substantial growth. Campaign reach increased from 41 million to 179 million impressions, representing a 336.6% increase on the previous year, supported by 186 pieces of press coverage across trade, regional and national media.

We continue to be focused on industry and employer engagement to drive up the EAL brand at the forefront of minds as the leading awarding organisation and end point assessment partner in our flagship sectors. The EAL Engineering Industry Network (EEIN) expanded its reach to approximately 220 employers and training providers, supporting collaboration across the sector and ensuring stakeholders remained informed of developments in post-16 education and apprenticeship reform.

EAL also maintained close collaboration with industry partners, employers, and training providers to ensure qualifications remained aligned with evolving workforce requirements, skills priorities and regulatory developments across Scotland, Wales and Northern Ireland.

Alongside this, EAL played an active role in supporting apprenticeship assessment reform through participation in multiple Skills England Groups of Persons (GoPs), helping to shape apprenticeship standards and assessment plans in line with the government's new assessment principles. Increased focus was also placed on skills development linked to emerging priorities, including digitalisation, sustainability, and advanced manufacturing, ensuring EAL's products and services continue to meet the future needs of industry.

Products and services

The Product Team conducted formal reviews of 36 qualifications during the year and implemented updates across a further 90 qualifications to ensure continued relevance, compliance, and alignment with industry needs. Twenty-three qualifications were withdrawn in line with regulatory requirements and changing market demand.
EAL also maintained assessment arrangements across 37 apprenticeship standards and continued its collaboration with WJEC on the development of Occupational Specialisms within the Building Services Engineering T Level programme.

Future plans

EAL continues to make progress against its long-term strategic vision. Priorities for 2026-27 include:

- Diversifying and growing revenue streams through new products, services, and partnerships.
- Strengthening EAL's position as the awarding and assessment organisation of choice for engineering & manufacturing and building services engineering and related sectors.
- Enhancing regulatory governance, assurance, and compliance.
- Improving customer experience through further integration of systems, processes, and services.
- Expanding digital capability through automation, AI-enabled tools and data-driven decision making.
- Broadening assessment and learning services to meet evolving customer and sector needs.
- Growing EAL's market presence and reputation as a trusted mark of quality and competence.
- Developing organisational capability to support sustainable growth and operational resilience.

Directors' Report

The directors present their report and the financial statements for the year ended 31 March 2026.

Principal activity

The principal activity of the company is awarding vocational qualifications and delivering end point assessments.

Directors

The directors who served during the year were:

Sir J McDonald KT GBE
Dr I Ritchey OBE (appointed 01/02/26)
A Watson MBE
M I Tarry
P A Birt (resigned 11/12/25)
M J Evans
S Hunter
S A Pamplin
S L Sandle
J P Beaty
A L Weaver
L Logan
A Williams MBE
R Wilson
B Carpenter-Merritt (appointed 17/09/25)
N Randles (appointed 17/09/25)
S Lambert (appointed 17/09/25, resigned 20/05/26)

Directors' responsibilities statement

The directors are responsible for preparing the Strategic Report, the Directors' Report, and the Financial Statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs and of the profit or loss of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Results

The profit for the year, before taxation, amounted to £2,252,638 (2025: £2,049,080).

The directors recommend that the taxable profits are transferred under gift aid to the holding company.

Directors' and officers' liability insurance

As permitted under the Companies Act 2006 and under the company's articles of association, the parent company has maintained insurance in respect of directors' and officers' liabilities incurred in connection with the discharge of their duties. This is organised by the parent company.

Disclosure of information to auditor

Each of the persons who are directors at the time when this directors' report is approved has confirmed that:

- the director is aware there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that ought to have been taken as a director to be aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Auditor

The auditor, Crowe U.K. LLP has been appointed in accordance with section 485 of the Companies Act 2006.

The financial statements (including the directors report and strategic report) were approved and authorised for issue by the Board on 23rd September 2026 and were signed below on its behalf by:

.....
A Watson
Director

Date: 23rd September 2026

Independent Auditor's Report to the Members of Excellence, Achievement & Learning Limited

Opinion

We have audited the financial statements of Excellence, Achievement & Learning Limited for the year ended 31 March 2026 which comprise Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2026 and of its profit for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report on in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' and Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Directors report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the Directors' responsibilities statement set out on page 4, Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations, are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and relevant taxation legislation.

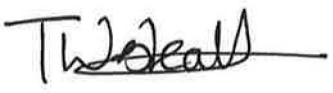
In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the company for fraud. The laws and regulations we considered in this context for the UK operations were Ofqual.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of qualifications income, as well as the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, designing audit procedures over the timing of qualifications income, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
4th Floor, St James House
St James Square
Cheltenham GL50 3PR

Date: 29 September 2026

Statement of Comprehensive Income

	Note	**2026** **£**	2025 £
Turnover	4	**15,238,043**	14,467,470
Administrative expenses		**(12,985,405)**	(12,418,390)
Other income		**-**	-
Profit before tax	5	**2,252,638**	2,049,080
Profit for the financial year		**2,252,638**	2,049,080
Total comprehensive income for the year		**2,252,638**	2,049,080

All amounts relate to continuing operations.

There were no recognised gains and losses for 2025/26 other than those included in the Statement of Comprehensive Income.

The notes on pages 13 to 17 form part of these financial statements.

Statement of Financial Position

	Note	2026	2025
		£	£
Current assets			
Debtors: amounts falling due within one year	7	**2,525,927**	2,745,367
Cash at Bank		**5,355,573**	5,357,136
		7,881,500	8,102,503
Creditors: amounts falling due within one year	8	**(6,531,617)**	(6,658,802)
Creditors: amounts falling due over one year	9	**(1,187,916)**	(1,180,916)
Net current assets		**161,967**	262,785
Net assets		**161,967**	262,785
Capital and reserves			
Called up share capital	10	**50,000**	50,000
Retained earnings	11	**111,967**	212,785
		161,967	262,785

Company Number 02700780

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

.....
A Watson
Director

Date: 23 September 2026

The notes on pages 13 to 17 form part of these financial statements.

Statement of Changes in Equity

Statement of Changes in Equity for the Year Ended 31 March 2026

	Share capital	Retained earnings	Total equity
	£	£	£
At 1 April 2025	50,000	212,785	262,785
Comprehensive income for the year			
Profit for the year		**2,252,638**	**2,252,638**
Gift aid payment	**-**	**(2,353,456)**	**(2,353,456)**
At 31 March 2026	**50,000**	**111,967**	**161,967**

Statement of Changes in Equity for the Year Ended 31 March 2025

	Share capital	Retained earnings	Total equity
	£	£	£
At 1 April 2024	50,000	257,863	307,863
Comprehensive income for the year			
Profit for the year		**2,049,080**	**2,049,080**
Gift aid payment	**-**	**(2,094,158)**	**(2,094,158)**
At 31 March 2025	**50,000**	**212,785**	**262,785**

The notes on pages 13 to 17 form part of these financial statements.

Cash Flow Statement

	Notes	2026	2025
		£	£
Cash (used in) operating activities	a)	**(1,563)**	**(1,838,293)**
Net (Decrease)/Increase in Cash			
Cash and Equivalents at start of year		**5,357,136**	7,195,429
Cash and equivalents at end of year		**5,355,573**	5,357,136
Analysis of cash and cash equivalents			
Cash at bank and in hand		**5,355,573**	5,357,136
a)Reconciliation of net profit to net cash inflow from operating activities			
Profit for the year		**2,252,638**	2,049,080
(Decrease)/Increase in Creditors		**(2,473,640)**	(3,177,324)
Decrease/(Increase) in Debtors		**219,439**	(710,049)
Net Cash (used in) operating activities		**(1,563)**	(1,838,293)

The notes on pages 13 to 17 form part of these financial statements.

1. General information

Excellence, Achievement & Learning Limited is a private company, limited by shares, incorporated in England and Wales under the Companies Act 2006. The address of the registered office and the registered number are given on the Company Information page, and the nature of the company's operations and principal activity are set out in the Directors' Report. The company is part of a public benefit entity group as the parent undertaking is constituted as a public benefit entity as defined by FRS 102.

The presentational and functional currency of these financial statements is GBP. Values are rounded to the nearest pound.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

The following principal accounting policies have been applied:

2.2 Financial reporting standard 102 reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d).
- the requirements of Section 11 Financial Instruments paragraphs 11.42, 11.44 to 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c).
- the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.27, 12.29(a), 12.29(b) and 12.29A.
- the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the Consolidated Financial Statements of Enginuity as of 31 March 2026 and these financial statements may be obtained from Lytchett House, 13 Freeland Park, Wareham Road, Poole, Dorset, BH16 6FA.

2.3 Turnover

Turnover represents the amount receivable for goods and services supplied to customers, excluding Value Added Tax and trade discounts.

Learner qualification registration income is deferred based on the average length of time taken for a qualification to be completed.

2.4 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivables are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.5 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.6 Pensions

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid, the company has no further payment obligations. The contributions are recognised as an expense in Statement of the Comprehensive Income when they fall due. Amounts not paid are shown in other creditors as a liability in the Statement of Financial Position. The assets of the plan are held separately from the company in independently administered funds.

EAL is a participating employer to a defined benefit scheme administered by ITB Pension Funds. A defined benefit scheme is a pension plan under which the company pays fixed pension to its employees. As a member of the multi-employer scheme where the assets and liabilities are not identifiable, EAL and its subsidiaries have accounted for the scheme as a defined contribution scheme to comply with the provisions of FRS 102. Pension contributions are charged to the consolidated Statement of Comprehensive Income to spread the regular cost of the pensions and related benefits over the employees' working lives. During 2023, the Trustees of ITB Pension Funds completed a buy-in of the Scheme. The ITB scheme has issued notice of wind-up by July 2026, having effectively transferred the pension liabilities to Legal & General.

2.7 Going concern

The directors have assessed whether the use of the going concern basis is appropriate and have made this assessment based on a budget for EAL to March 2027 and a 10-year financial plan. The directors believe that the company's financial resources and contingency planning is sufficient to ensure the ability of the company to continue as a going concern for the foreseeable future, being at least twelve months from the date of approval of these financial statements and therefore have prepared the financial statements on a going concern basis.

2.8 Gift Aid

The company pays all its taxable profits for the reporting period to its parent charity under the gift aid scheme. These gift aid payments are recognised as distributions to owners in equity within retained earnings.

A deed of covenant is in place between Excellence, Achievement & Learning Limited and Enginuity and therefore the gift aid is recognised on the accrual basis.

No provision is included for any potential tax liability arising on the company's taxable profits for the year because the directors propose that a gift aid donation to the parent charity will be paid within 9 months of the balance sheet date at an amount sufficient to reduce any such potential tax liability to Nil.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the directors have had to make the following judgements:

- *Provision for bad debt*
  To determine whether the bad debt provision is adequate, a judgement of each outstanding debt and the prospect of payment has been taken. The decision was based on the age of the debt and the historic payment profile of the debtor. It is considered that the current provision is sufficient to cover prospective bad debts. The policy for bad debts was updated in the year and is reflected in the year end provision.

4. Turnover

An analysis of turnover by class of business is as follows:

	2026	2025
	£	£
Development	**288,021**	224,408
Engineering	**4,182,858**	4,324,833
Building services	**2,740,893**	2,025,324
Other sales	**1,141,031**	1,571,128
End point assessment	**6,885,240**	6,321,777
	15,238,043	14,467,470

	2026	2025
	£	£
United Kingdom	**15,145,646**	14,412,164
Rest of the world	**92,397**	55,306
	15,238,043	14,467,470

5. Operating profit

	2026	2025
	£	£
The operating profit is stated after charging:		
Fees payable to the company's auditor and its associates for the audit of the company's annual financial statements	**15,500**	14,800

6. Staff Costs

	2026	2025
	£	£
Wages and salaries	**5,347,996**	4,948,653
Social security costs	**666,336**	514,458
Pension costs	**249,756**	230,678
	6,264,088	5,693,789

The average monthly number of employees, including the directors, was 113 (2025: 102).

During the year, no director received any emoluments (2025: £Nil). The payment to the Chair is borne by the parent company, Enginuity.

During the year, no redundancy payments were made (2025: Nil).

7. Debtors	**2026** **£**	2025 £
Trade debtors	**1,660,164**	1,403,892
Other debtors	**-**	5,135
Prepayments	**363,381**	306,409
Accrued Income	**502,382**	1,029,931
	2,525,927	2,745,367

Bad debt recognised during the year as an expense was £575 (2025: £200,542) due to change in policy.

8. Creditors: Amounts falling due within one year	**2026** **£**	2025 £
Trade Creditors	**223,067**	203,146
Amounts owed to group undertakings	**2,515,983**	2,604,021
Other creditors	**21,035**	22,519
PAYE & National Insurance	**164,517**	130,169
Accruals	**312,737**	347,020
Deferred Income	**3,294,278**	3,351,927
	6,531,617	6,658,802

9. Creditors: Amounts falling due after one year	**2026** **£**	**2025** **£**
Deferred Income	**1,187,916**	**1,180,916**

Deferred Income	**2026**	**2025**	
Falling due within 2 yrs.	**854,500**	796,659	
Falling due within 3 yrs.	**186,290**	213,151	
Falling due within 4 yrs.	**97,790**	94,226	
Falling due within 5 yrs.	**40,036**	59,160	
Falling due within 6 yrs.	**9,300**	17,720	
TOTAL	**1,187,916**	**1,180,916**	

10. Share Capital	**2026** **£**	2025 £
Allotted, called up and fully paid		
50,000 Ordinary shares of £1 each	**50,000**	50,000

11. Retained earnings

All other net gains and losses and transactions with owners (e.g., dividends) not recognised elsewhere.

12. Pension commitments

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid, the company has no further payment obligations.

The contributions are recognised as an expense in the Statement of Comprehensive Income when they fall due. Amounts not paid are shown in other creditors as a liability in the Statement of Financial Position. The assets of the plan are held separately from the company in independently administered funds.

EAL is a participating employer to a defined benefit scheme administered by ITB Pension Funds. A defined benefit scheme is a pension plan under which the company pays fixed pension to its employees. As a member of the multi-employer scheme where the assets and liabilities are not identifiable, EAL has accounted for the scheme as a defined contribution scheme to comply with the provisions of FRS 102. Pension contributions are charged to the consolidated Statement of Comprehensive Income so as to spread the regular cost of the pensions and related benefits over the employees' working lives.

During 2023, the Trustees of ITB Pension Funds completed a buy-in of the Scheme. The ITB scheme has now issued notice of wind-up by July 2026, having effectively transferred the pension liabilities to Legal & General.

The total cost to the company under both schemes for the year was £249,756 (2025: £230,678).

13. Related Parties Transactions

The company has taken advantage of the exemption conferred by Financial Reporting Standard 102 Section 33 'Related Party Disclosures' paragraph 33.1A not to disclose transactions with certain group companies on the grounds that 100% of the voting rights in the company are controlled by the group.

14. Controlling party

The directors regard Enginuity, a charitable company registered in England, as the company's ultimate parent undertaking and ultimate controlling party.

Enginuity is the parent undertaking of the only group of which Excellence, Achievement and Learning Limited is a member for which group accounts are drawn up. Copies of those accounts are available from Enginuity, Lytchett House, 13 Freeland Park, Wareham Road, Poole, Dorset, BH16 6FA.