

Excellence, Achievement & Learning Limited

Annual Report and Financial Statements

Year Ended

31 March 2025

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	Dame J Hackitt (Chair) (resigned 31 August 2024) Sir J McDonald GBE (Chair) (appointed 1 September 2024) A Watson M I Tarry P A Birt M J Evans S Hunter S A Pamplin S L Sandle J P Beaty A L Weaver L Logan (appointed 23 January 2025) A Williams (appointed 23 January 2025) R Wilson (appointed 27 January 2025)
Independent auditor	Crowe U.K. LLP 4 th 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

Excellence, Achievement and Learning Limited (EAL) has shown good performance in achieving its financial targets and in delivering its business plan objectives and transformation plan. It has continued to improve and expand its use of technology to support customers, including launching a new digital certification platform, Certify. This move allows EAL centres to shift to a secure digital-first certification approach.

EAL works with 597 centres offering 258 qualifications, which is more regulated engineering qualifications than any other awarding organisation. During 2024/25, EAL registered 79,321 students and issued certificates to 61,545 students in recognition of their achievements. Registration is similar to 2023/24 levels, and certification has decreased by around 3,000.

In EAL's continued drive for service excellence, the annual customer satisfaction survey, conducted independently by TLF Research, continues to provide invaluable insight into the journey to deliver the highest levels of service to customers. In 2024/25, there was a 339% increase in web survey participation compared to 2023/24, and we achieved our highest ever customer engagement rate for the annual EAL Customer Satisfaction Survey, with a 22% increase on responses from last year. We continue to have high levels of customer support, with a healthy net promoter score of 42.3 and customer satisfaction of 82.7 (from a range of -100 to +100). Although this represents a slight drop from the prior year, given the significant challenges facing the sector, the amount of change imposed on customers, and the increase in response rate, it demonstrates our commitment to improving customer experience. We will continue to advocate for our customers and work to improve their experience of EAL.

EAL Achievements

Significant successes during 2024-25 include:

- Implementing a new EAL Certify digital certification platform, which transforms how EAL approved centres manage and issue certificates, to shift to a digital-first approach. Since its launch, we have issued more than 25,000 digital certificates.
- Winning the tender to deliver Building Services Engineering T Levels in partnership with WJEC/Eduqas.
- Securing a partnership with UKBIC to develop Level 2 and Level 3 Battery Qualifications, in support of the engineering and manufacturing sector.
- Establishing an EAL-led industry network.

Quality assurance, compliance, and governance

EAL continues to review its governance, quality, and compliance policies and processes to ensure they are fit-for-purpose within the current regulatory landscape. Over the past year, we have focused on strengthening regulatory reporting and compliance oversight, identifying areas for improvement, and ensuring that colleagues with the required competencies are leading these efforts. Specialist resources have driven positive changes in assessment quality and standards and will continue to do so in the coming year, streamlining processes and documentation. In addition, we have increased our focus on data quality to ensure accurate and reliable information supports our decision-making processes.

Brand and engagement

EAL continues to focus on positioning itself as the specialist awarding organisation of first choice for the engineering and manufacturing sector. EAL continues to work with industry, educators, partners, and policy makers, 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 voice, EAL has invested in growing the audience for its own digital channels, reaching 5,000 LinkedIn followers for the first time. Investing in broader brand awareness, campaign activity beyond our existing audiences recorded an increase from 29 million to 41 million, an increase of 41% over last year. Additionally, EAL's median social media engagement rate has grown from 3.85 to 5.25, a 36.6% increase compared to last year, proving stronger and steadier growth in our audience engagement.

Strategic Report

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. As of 2024-25, we have 230 individuals registered to our BSE group, and 60 BSE stakeholders engaged with EAL's development advisory group, including employers, colleges, and sector bodies. Kevin Sparrow, Industry and Portfolio Manager – BSE was awarded The FSA Outstanding Contribution to the Industry award at the ECA Awards in October 2024, recognising his significant contributions to the security systems industry, and the importance of sector engagement.

Products and services

During the last year, EAL launched 20 new qualifications. 13 qualifications submitted to IfATE in response to the Level 2 and Level 3 reforms last year have been approved and 3 more qualifications have been submitted to IfATE for approval as Additional Specialist Qualifications.

The Product Team continued to review and maintain its existing qualifications portfolio. Out of 54 qualifications reviewed, 28 have received important updates to ensure they remain valid and up to date for customers and learners.

EAL has also added 7 new End Point Assessment (EPA) standards to its portfolio. Additionally, 12 new EAL "Approved" courses have been validated. EAL's EPA portfolio currently stands at 35 standards, with 61 versions available.

EAL continues to work with City & Guilds as the delivery partner for Generation 1 of the Engineering & Manufacturing and Construction & Building Services Engineering T Level technical qualifications.

Following a competitive tendering process by IfATE, WJEC/Eduqas, in partnership with EAL, was awarded the contract to develop and deliver the next generation of T Levels in Building Services Engineering for Construction.

During 2024/25, EAL has continued to deliver strongly against its key performance measures and financial targets across both its awarding organisation and End Point Assessment services. Income has grown steadily year on year, despite wider economic challenges, though at a slower pace than originally anticipated in the vision.

Over the past three years, EAL has donated over £9 million to its parent charity, Enginuity. This funding has allowed Enginuity to be more ambitious in its impact and directly supports the various charitable activities to deliver solutions, increase diversity by breaking down barriers, driving collaboration and building community within the sector, and shape policy and insight to advocate for the skills development needed to support engineering and manufacturing growth. These activities are featured above and in previous annual reports.

Transformation investment was made in 2024-25, as approved by the Board, which keeps the customer at the centre of our efforts, driving improvements through people, technology, and processes as we enhance and adapt our offer to meet the evolving needs of our customers and the sectors we support. We remain on track to deliver our long-term vision for the business.

Future plans

EAL continues to make good progress against the objectives within its ten-year vision, which encompasses ambitious customer, product development and green and sustainable growth strategies designed to elevate and expand the EAL business, and support Enginuity in the achievement of its charitable objects.

Specific milestones for 2025-26 will include:

- Be the leading awarding organisation and end point assessment organisation of choice for engineering, manufacturing and related industries, generating a growing surplus for charitable investment
- Diversify and grow revenue streams in line with our group's charitable objectives through opening wider channels to market
- Drive scalable efficiency and effectiveness by design in our systems and operating models, with improved financial and data forecasting and long-term planning tools
- Elevate and optimise EAL's profile, brand, and voice in the market as the kitemark of quality and industry engagement

-
- Broaden the range and improve the quality of assessment services to enable EAL to easily respond to policy changes across the four nations
 - Drive exceptional experience throughout internal/external customer journeys to achieve a point of differentiation
 - Ensure that EAL has the right structure and capability to meet our growth needs
 - Embed our governance & CI framework in the business to deliver high levels of compliance, improvement, assurance, and quality.

Directors' Report

The directors present their report and the financial statements for the year ended 31 March 2025.

Principal activity

The principal activity of the company is awarding vocational qualifications.

Directors

The directors who served during the year were:

Sir J McDonald GBE (appointed 1 September 2024)
Dame J Hackitt (resigned 31 August 2024)
A Watson
M I Tarry
P A Birt
M J Evans
S Hunter
S A Pamplin
S L Sandle
J P Beaty
A L Weaver
L Logan (appointed 23 January 2025)
A Williams (appointed 23 January 2025)
R Wilson (appointed 27 January 2025)

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 £2,049,080 (2024: £3,346,606).

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

Directors' Report

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 17th September 2025 and were signed below on its behalf by:



.....
A Watson

Director

Date: 17th September 2025

Independent Auditor's Report to the Directors of Excellence, Achievement & Learning Limited**Opinion**

We have audited the financial statements of Excellence, Achievement & Learning Limited for the year ended 31 March 2025 which comprise Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Cash Flow Statement 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 2025 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

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 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 5, 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.

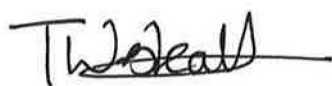
In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that 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: 01 October 2025

Statement of Comprehensive Income

		2025	2024
	Note	£	£
Turnover	4	14,467,470	13,727,352
Administrative expenses		(12,418,390)	(10,380,746)
Other income		-	-
Profit before tax	5	2,049,080	3,346,606
Profit for the financial year		2,049,080	3,346,606
Total comprehensive income for the year		2,049,080	3,346,606

All amounts relate to continuing operations.

There were no recognised gains and losses for 2024/25 other than those included in the Statement of Comprehensive Income.

The notes on pages 14 to 18 form part of these financial statements.

Statement of Financial Position

		2025	2024
	Note	£	£
Current assets			
Debtors: amounts falling due within one year	7	2,745,367	2,035,318
Cash at Bank		5,357,136	7,195,429
		8,102,503	9,230,747
Creditors: amounts falling due within one year	8	(6,658,802)	(7,785,514)
Creditors: amounts falling due over one year	9	(1,180,916)	(1,137,370)
Net current assets		262,785	307,863
Net assets		262,785	307,863
Capital and reserves			
Called up share capital	10	50,000	50,000
Retained earnings	11	212,785	257,863
		262,785	307,863

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: 17 September 2025

The notes on pages 14 to 18 form part of these financial statements.

Statement of Changes in Equity

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

Statement of Changes in Equity
for the Year Ended 31 March 2024

	Share capital	Retained earnings	Total equity
	£	£	£
At 1 April 2023	50,000	59,363	109,363
Comprehensive income for the year			
Profit for the year	-	3,346,606	3,346,606
Gift aid payment	-	(3,148,106)	(3,148,106)
At 31 March 2024	50,000	257,863	307,863

The notes on pages 14 to 18 form part of these financial statements.

Cash Flow Statement

	Notes	2025	2024
		£	£
Cash Provided by operating activities	a)	(1,838,293)	1,760,697
Net (Decrease)/Increase in Cash		(1,838,293)	1,760,697
Cash and Equivalents at start of year		7,195,429	5,434,732
Cash and equivalents at end of year		5,357,136	7,195,429
Analysis of cash and cash equivalents			
Cash at bank and in hand		5,357,136	7,195,429
Reconciliation of net profit to net cash inflow from operating activities			
Profit for the year		2,049,080	3,346,606
(Decrease)/Increase in Creditors		(3,177,324)	(990,438)
(Increase) in Debtors		(710,049)	(595,471)
Net Cash (used in)/provided by operating activities		(1,838,293)	1,760,697

The notes on pages 14 to 18 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 2025 and these financial statements may be obtained from Lytchett House, 13 Freeland Park, Wareham Road, Pool, 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 to 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 Financial Activities to spread the regular cost of the pensions and related benefits over the employees' working lives.

2.7 Going concern

The Directors have undertaken planning and forecasting up to March 2026, with a long range 10-year forecast, and preparing a cashflow forecast for the period up to 31 March 2027. 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.

4. Turnover

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

	2025 £	2024 £
Development	224,408	152,286
Engineering	4,324,833	4,333,433
Building services	2,025,324	2,417,976
Other sales	1,571,128	1,524,310
End point assessment	6,321,777	5,299,347
	14,467,470	13,727,352

	2025 £	2024 £
United Kingdom	14,412,164	13,662,210
Rest of the world	55,306	65,142
	14,467,470	13,727,352

5. Operating profit

	2025 £	2024 £
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	14,800	17,930
Other operating lease rentals	-	30,526

6. Staff Costs

	2025 £	2024 £
Wages and salaries	4,948,653	3,915,362
Social security costs	514,458	418,512
Pension costs	230,678	196,010
	5,693,789	4,529,884

The average monthly number of employees, including the directors, was 102 (2024: 85).

During the year, no director received any emoluments (2024: £Nil). The payment to the Chair is borne by the parent company, Enginuity.

During the year no redundancy payments were made (2024: £22,312).

Notes to the Financial Statements

	2025 £	2024 £
7. Debtors		
Trade debtors	1,403,892	1,716,049
Other debtors	5,135	17,260
Prepayments	306,409	283,313
Accrued Income	1,029,931	18,696
	2,745,367	2,035,318

Bad debt recognised during the year as an expense was £200,542 (2024: £27,380).

	2025 £	2024 £
8. Creditors: Amounts falling due within one year		
Trade Creditors	203,146	244,790
Amounts owed to group undertakings	2,604,021	3,690,446
Other creditors	22,519	17,284
PAYE & National Insurance	130,169	112,758
Accruals	347,020	256,311
Deferred Income	3,351,927	3,463,925
	6,658,802	7,785,514

	2025 £	2024 £
9. Creditors: Amounts falling due after one year		
Deferred Income	1,180,916	1,137,370

Deferred Income	2025	2024	
Falling due within 2 yrs.	796,659	810,953	
Falling due within 3 yrs.	213,151	180,779	
Falling due within 4 yrs.	94,226	82,791	
Falling due within 5 yrs.	59,160	48,336	
Falling due within 6 yrs.	17,720	14,511	
TOTAL	1,180,916	1,137,370	

	2025 £	2024 £
10. Share Capital		
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.

The total cost to the company under both schemes for the year was £230,678 (2024: £196,010).

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, Pool, Dorset, BH16 6FA.