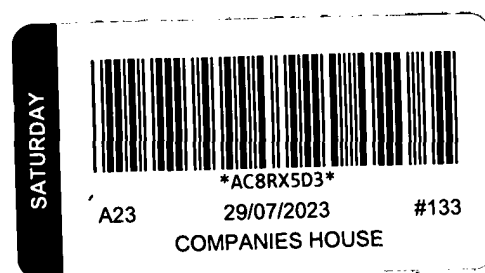


ASSOCIATION OF TAXATION TECHNICIANS
ANNUAL REPORT
AND FINANCIAL STATEMENTS 2022



Registered Charity Number: 803480

Company Number: 2418331



ANNUAL REPORT 2022

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OUR VISION

The vision of the Association of Taxation Technicians ("The Association" or "ATT") is to remain the leading educational body in the field of compliance tax law and practice.

The Association's objectives are:

- (a) to advance public education in and promote the study of the administration and practice of taxation and the principles of economic and political science in relation to taxation and public finance
- (b) (i) to prevent crime and
(ii) to promote the sound administration of the law for the public benefit by promoting and enforcing standards of professional conduct amongst those engaged in the provision of advice and services in relation to taxation and monitoring and supervising their compliance with money laundering legislation.

To do this we:

1. Set and administer tax examinations to become a Taxation Technician.
2. Liaise with and make submissions to the Revenue authorities and Government on the improvement and simplification of taxation compliance issues and relevant tax legislation.
3. Protect the public by monitoring Taxation Technicians' compliance with regulations.
4. Provide grants to other bodies which have similar or parallel charitable objects.
5. Run conferences and training courses for members, students and the public.
6. Operate an anti-money laundering scheme under the Money Laundering Regulations 2017 for members in practice.

The Coat of Arms

The Arms granted to the Association in 1990 with Supporters granted in 1997.

The shield shows a gold cross, the Roman X, indicating the tithe or tenth paid in former times. The wheatsheaves represent produce or income and the sword of the Crown's officer is matched by the sword of the taxpayer's adviser. The chequered surround signifies the Court of the Exchequer which used counters on a chequered table-cloth to check calculations. Above the helm is a closed book representing abstruse written law, surmounted by an owl of wisdom. The Arms are supported by a pair of mute Swans, representing constancy, while the plant thrift grows from the banks on which they stand.

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PRESIDENT'S STATEMENT

David Bradshaw reports

I was honoured to be appointed President of the Association in July 2022. It seems a long time since I sat my then Institute of Taxation Examinations in November 1984. A lot has changed since then, both in the world of taxation and within professional bodies – the Association was formed in 1989 and will celebrate 35 years next year.

Our primary charitable objective is to promote education and the study of tax administration and practice. A key aim is to provide an appropriate qualification for individuals who undertake tax compliance work.

Drawing on our members' practical experience and knowledge, we contribute to government consultations on the development of the UK tax system and seek to ensure that, for the public, it is workable and as fair as possible.

Although some of our submissions, press releases and commentary articles are often critical – we say '*constructively*' – of HMRC, we are proud of our cooperation and respectful relationship with the tax authority. HMRC have a tough job to do, and we do our best to help them.

One of our concerns is HMRC's service levels because the delays that taxpayers and their advisers face today are not acceptable. Our members tell us regularly of the delays they face getting answers and actions from HMRC and the impact this is having on their firms, their clients' businesses and individuals.

Basis period changes are looming large on the horizon and although Making Tax Digital for individuals has now been delayed this will put additional pressure on HMRC because taxpayers will need help with this transition – yet we hear that the government wishes to cut civil service jobs. This won't wash. Given HMRC's current performance issues, no cuts should be made to HMRC staffing until performance is first restored and then maintained to a high level. The general public and the Exchequer both benefit from effective and efficient tax administration. It engenders trust and discourages non-compliance. A tax administration that is struggling can do neither. We would like investment in HMRC to improve service levels.

Ensuring that consumers are adequately protected is a key part of ensuring that the tax profession is respected and trusted. Only when the provision of all tax services is brought within a regulatory framework in which professional bodies like this Association have a central role will we have a market in which consumers can have confidence.

Tax advisers want a simple tax system, with clear rules and easy to navigate guidance. It would lead to fewer mistakes by both taxpayers and the authorities. We would like the government to begin an ambitious simplification programme and hold off on making major structural changes to the tax system until this is done.

A personal passion of mine is education and helping people better understand tax. HMRC provides a package of resources – called Junior Tax Facts – and I would love to see more ATT members going into the schools and supporting teachers in delivering this material.

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PRESIDENT'S STATEMENT

In addition to improving knowledge of tax, I would also like to think that giving pupils a positive experience of tax in the classroom will help to increase diversity within recruitment to our profession. Achieving the ATT qualification and a foothold into a worthwhile career instead of acquiring a degree and a big debt is an attractive offering. We must not be shy in saying this.

2022 has seen us move back to some face-to-face events. Our Council has met in person twice during the year and most of our Committee and Steering Groups have also met face-to-face on at least one occasion. Although we do enjoy the networking opportunities that face-to-face meetings enable, and for some, the chance to visit London again, we fully recognise that for some, the virtual world is more accessible and we continue to ensure that it is possible for our volunteers to attend meetings virtually if they prefer.

In April the then President, Richard Todd, hosted our first social event since 2019 – a reception at the London Postal Museum. It was lovely to welcome and thank our many volunteers and the added bonus of a ride on the mail train was a highlight for many people.

We returned to Edinburgh in May for the Joint Presidents' Luncheon which Richard Todd co-hosted with Susan Ball, President of the Chartered Institute of Taxation. We were delighted to welcome our guest speaker, Tom Arthur MSP, and over 100 guests to this, our first visit to Scotland since early 2020.

We held two Admission Ceremonies in June, in the wonderful surroundings of the Law Society's offices in London. Richard Todd hosted these events and it was lovely to welcome over 120 new members and their families.

I hosted our Prizewinners' Luncheon in early September when we welcomed prizewinners from four years of exam sittings: 2019, 2020, 2021 and 2022. It is interesting to reflect that some of these sat the traditional written examination papers while others completed all their examinations online – such is the speed of change within our organisation.

Also in September I hosted my Annual Luncheon in Clothworkers' Hall. It was good to welcome senior staff from HMRC, representatives from government, the media, and other stakeholders to this event.

As many of you are aware, the branch network has been almost a constant in my working life. At various intervals over the past 20 years I have served as Chair, Treasurer and Secretary of the North East England Branch. We are celebrating our 40th birthday in 2023 and I look forward to attending an event to mark this prestigious anniversary. I attended the 50th anniversary celebrations of Sheffield Branch during 2022. In these times of uncertainty, it is good to see that the branches are thriving with a mixture of virtual and face-to-face events to cater for their membership.

Council Award and Certificates of Appreciation

The Council Award and Certificates of Appreciation are awarded to those who have made a direct contribution to the Association, whether they are members or non-members.

I was delighted to present Michael Steed with the Council Award for 2022. Michael is a former President of the Association and a former Chair of Technical Steering Group. He has also been the mainstay of our Annual Tax Conferences and was instrumental in setting up our joint series 'Sharpen your tax skills' with the Association of Accounting Technicians. Michael's swansong was this

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PRESIDENT'S STATEMENT

year's Annual Tax Conferences, and I would like to personally thank him for his support to ATT over many years.

Patricia Caputo was awarded a Certificate of Appreciation for her services to the Mid-Anglia Branch. As a former branch chair and ATT representative, Patricia has always ensured that the needs of ATT members and students are considered when planning the branch programme.

Hello and Goodbye

We welcomed Henry Smith-Langridge to Council in September. Henry is our first member of Council to have taken the Level 4 Apprenticeship route to ATT membership. As our youngest Council Member, he brings a new vision to our debates, and I very much look forward to working with him.

We said goodbye to two members of Council during the year: Nancy Cruickshanks who served for four years both on Council and as a member of the Professional Standards Committee. Kay Mind stepped down after seven years of service, latterly as Chair of Business Development Steering Group. I thank them for their support and wish them well in their future endeavors.

I must also mention Will Silsby, who retired as a Technical Officer at the end of December. Will has been a member of the Technical Team for ten years and during that time has seen the workload of that team increase exponentially. Will has continued to represent the Association on many HMRC and HM Treasury Committees and has spent a good deal of time recently in discussions regarding the regulation of the tax profession. Will – thank you for everything and my best wishes for a long and happy retirement.

I must pay tribute to Robin Williamson MBE who passed away in September 2022. Robin was an author and commentator on tax, welfare, and public policy. He was technical director of the CIOT's Low Incomes Tax Reform Group for 15 years and a part-time senior policy adviser at the Office of Tax Simplification until 2019. He had a tremendous knowledge of not just tax, but the wider world. We remember him also for his kindness and support.

Thank you

These remain exciting times in tax. I am confident that with the help of my fellow Officers: Simon Groom (Deputy President), Senga Prior (Vice President), Richard Todd, and Jeremy Coker, and members of Council, our Chief Executive Jane Ashton and our versatile staff members, we are well placed to face the challenges ahead.

I would like to particularly mention the Technical Team of Emma Rawson, Helen Thornley, Will Silsby, and, latterly, Steven Pinhey for all their work to ensure our members have access to the latest guidance and HMRC updates. It has been good that many of our press releases have been picked up by the National Press and to hear that our Technical Team are considered the 'go to' for many local and national radio stations' on finance and tax-related issues.

I would also like to thank Susan Ball, President of the Chartered Institute of Taxation, for her support. This year has seen many issues affecting both organisations and the tax profession and we have presented a united front.

Finally, I want to thank you once again for the honour and privilege of serving as your President.

ANNUAL REPORT 2022 PRESIDENT'S STATEMENT

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Council Award 2022: Michael Steed

Certificate of Appreciation 2022: Patricia Caputo

Tom Arthur MSP, Joint Presidents' Luncheon, Edinburgh, May 2022

ANNUAL REPORT 2022

REPORT OF COUNCIL

The Council members (Trustees of the Charity and Directors of the Company) present their annual report to the members on the affairs of the Association together with the audited financial statements for the year ended 31 December 2022.

Reference and Administrative Details

The Association of Taxation Technicians is a registered charity in England and Wales, number 803480, and a company limited by guarantee, number 2418331. Its registered office is 30 Monck Street, London SW1P 2AP.

The names of all the Trustees, Chief Executive and professional advisers are listed on page 12.

Structure, Governance and Management

The Association's governing document is its Articles of Association.

A governance statement which includes details of compliance, organisation, Trustee elections and training, audit committee, internal controls and risk assessment is set out on pages 39-42.

Volunteers and Staff

It is the Association's policy to train, develop and motivate volunteers and staff, ensuring equal opportunities for all.

Members are encouraged to become involved in our activities and there are over 80 unpaid volunteers on Council, Steering Groups, Committees, Sub-Committees, Branch Committees and Working Parties. The Association is grateful not only for the generous input from all its volunteers at meetings and other activities but also to their firms who may ultimately bear the financial cost. It is not possible to quantify exactly how many volunteer hours were provided in meetings during the year, but it is in excess of 6,000.

Association staff are responsible for providing efficient and effective support to all Steering Groups and Committees. With the exception of the Chief Executive of the Chartered Institute of Taxation, all staff are jointly employed by the Association and the Institute and the average number of employees in the year was 84 (2022: 80).

Health and Safety

The nature of the Association's activities means that employees and volunteers do not encounter many hazards in the workplace.

As a responsible employer, the health, safety and wellbeing of our staff receives constant management attention to ensure a safe working environment for our staff and volunteers. A general policy statement on health and safety at work is included in the staff handbook.

The ongoing responsibilities include assessment and management of areas of exposure to organisational and remote workers' risk assessments, first aid provision, issuing statutory information and increasing employee awareness of their role in maintaining a safe environment.

During 2022 we continued to support staff while working from home through wellbeing calls, online social activities and continued access to counselling and GP services, as well as access to a wide range of wellbeing online resources and seminars. We held an in-person all employee meeting at our London office.

Equality and Diversity

The Association is committed to providing equal opportunities to job applicants, staff, students and volunteers regardless of sex, sexual orientation, marital status, age, race, ethnic origin, religion or belief or disability. In 2022, 65% of our staff were female and 28% from diverse backgrounds. 35% of staff

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REPORT OF COUNCIL

worked part time. The Association seeks to conduct all its activities in compliance with this principle and in full adherence to all applicable laws prohibiting discrimination in employment or service provision and developing and maintaining a diverse workforce of staff and volunteers at all levels within the Association. All new employees undergo diversity and unconscious bias training as part of their induction.

Environmental, Social and Governance (ESG)

As a charitable body, the ATT is looking to make informed decisions based on the ESG credentials and how this can have a positive impact on the Association, our members and the wider public. The ATT regularly reviews its carbon footprint, both in terms of the travel being undertaken by staff and volunteers, as well as the suppliers we use. The tendering process for the new Tax Adviser magazine has resulted in our new publisher committing to providing a more environmentally friendly approach. All of the hard copy publications provided to members are also available as online editions and members are free to opt out of receiving the hard copies if they prefer.

Officers and Council Members

Under Regulation 37.1, made under the provision of Article 27(a), up to 24 members of Council shall be elected by the members.

In accordance with Article 27(b), the Chartered Institute of Taxation is entitled to nominate one member of Council.

During 2022 the following changes took place:

- Henry Smith-Langridge ATT joined on 22 September.
- Kay Mind ATT (Fellow) left on 10 February.
- Nancy Cruickshanks BCom ATT (Fellow) CTA ACMA left on 14 July.

The other members listed on page 12 served throughout the year.

The Officers appointed at the Council meeting held on 14 July 2022 to serve from 14 July 2022 to the Annual General Meeting to be held on 13 July 2023 were David Bradshaw as President, Simon Groom as Deputy President and Senga Prior as Vice President.

Objectives, Activities and Achievements

The Association's objectives are:

- (a) to advance public education in and promote the study of the administration and practice of taxation and the principles of economic and political science in relation to taxation and public finance;
- (b) (i) to prevent crime and
(ii) to promote the sound administration of the law for the public benefit by promoting and enforcing standards of professional conduct amongst those engaged in the provision of advice and services in relation to taxation and monitoring and supervising their compliance with money laundering legislation.

The Association had four key areas of interest for the year:

- ***Raising standards in the tax advice market***
We continued our engagement with HMRC on Raising Standards in the Tax Advice Market, including responding to consultations, attending roundtables and meetings both informally and formally.
- ***Examinations***
Following a further review of our online examinations, we have taken the decision to continue to offer online examinations for 2023, using Exam4 and the open book format.
- ***Events***
We have undertaken a review of our events. We have returned to some face-to-face events but are fully aware

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REPORT OF COUNCIL

that as everyone continues to adjust to life post-Covid the demand for online events continues.

- **Engagement with HMRC**

We have continued to engage with HMRC at all levels to make the system as easy and fair as possible for the general public. Particular areas of engagement for 2022 included Making Tax Digital for Income Tax Self-Assessment, reform of the Basis Period rules, Trust Registration Service and Tax Administration Framework.

Details of the Association's achievements and performance against objectives are given in the following reports:

- President's Statement Page 3
- Steering Group and Committee Activities Page 21
- Public Benefit Page 13
- Treasurer's Report Page 36

Financial Review

The net income before revaluations of investments for the year ended 31 December 2022 of £858,000 is shown in the Statement of Financial Activities on page 50. The loss on the revaluations of investment assets amounted to £245,000. A review of the Association's financial position is given on pages 50-66.

During 2022 the investment portfolio for the Association's longer term investments fell in value by 13.5%. The Association has asked its investment advisers to consider environmental, social and governance (ESG) risks as part of their investment decision-making process.

Donations, Legacies and other Incoming Resources

The Association is solely supported by subscriptions and fees from members and students.

Grant-making Policy

The Association does not make donations to funds of political parties. Grants can be made only to organisations with common, parallel or related charitable objectives and activities. During the year grants totaling £26,300 were paid to Tax Aid, Tax Help for Older People and the Tax Advisers' Benevolent Fund. Interested parties are referred to the Association's website.

Reserves

In 2022 the target for reserves was composed as follows:

	2022 £'000
9 month's budgeted costs to provide financial stability and enable the Association to meet its commitments for a reasonable period in the event of adverse operating conditions	2,216
To cover (i) the unpredictable future costs of investigations and disciplinary hearings by the Taxation Disciplinary Board; and (ii) the cost of improvements to our IT systems and website; (iii) the property costs and (iv) education technology	900
	3,116
Actual reserves at 31 December 2022 (including designated funds)	4,471
Surplus in target level of reserves	1,355

Reserves Policy

The Council has assessed the risks involved in the activities of the Association. The following reserves policy, agreed at the July 2021 Council meeting remains in place:

- To retain a sufficient level of reserves in order to provide financial stability and the means for the development of the Association's principal activity. The sum required is equivalent to nine months of budgeted costs, which has been achieved;

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- To set aside designated sums to be used for future expenditure but retain the power to reallocate these funds within unrestricted funds unless and until expended. Unrestricted funds have been designated for the following purposes:
 - **Disciplinary Processes**
In view of the nature of professional advice given by members, we are aware that if, for whatever reason, action is brought against members, then the costs of dealing with such action can be considerable. Although we have no indication of any significant pending actions, we maintain reserves to cover such eventualities.
 - **Information technology**
The IT infrastructure and software constantly need to be kept up to date to meet members' and students' requirements and expectations.
 - **Property**
We are building up a property fund for use on the expiry of the current lease.
 - **Examination Development Fund**
With the decision to keep all our exams online, we will need to invest further in remote invigilation and other resources to enable us to continue to offer students the best examination experience we are able to.

We made a surplus in 2022, which was due in part to the continuing cost-saving measures that were taken by the Association as a result of the pandemic. The move to online examinations, hybrid working and the continuing high proportion of meetings taking place by virtual means has kept expenditure down below pre-pandemic levels. This surplus will contribute to our level of reserves and will ensure that the Association can continue over the next few years when there is expected to

be a reduction in students and subsequent income due to the decline in recruitment by employers of Tax Professionals.

Investment Policy

The Association's powers of investment are set out in the Articles of Association which states that monies of the Association not immediately required for any of its objects may be invested. The Council has assessed the risks involved in the activities of the Association and agreed the following:

- To regularly review the value of funds the Association requires to be held in longer-term investment and short-term liquid funds, to ensure that they are adequate to meet its obligations;
- To hold short-term liquid funds in deposits and cash or suitable short-term low-risk investments;
- To maintain an investment strategy with a medium to high risk profile (based on industry standards) for longer-term investments;
- To take independent advice on all longer-term investments; and
- To regularly review with its investment advisers the performance of longer-term investments.

Taking account of the challenging economic and market environment, the Council were satisfied with the performance of the longer-term investments in 2022.

Payment of Suppliers

The Association is committed to paying suppliers promptly and aims to pay within 30 days of receiving a valid invoice, unless other specific arrangements apply.

Strategy: Plans for 2023

In keeping with the Council's strategic plan, the main objectives for 2023 include:

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- **Raising Standards in the Tax Advice Market**

We will continue our engagement with HMRC on raising standards in the Tax Advice market, including responding to consultations and attending roundtables, formal and informal meetings.

- **Examinations**

We will be reviewing our online examinations and implementing the latest technology for remote invigilation.

- **Website**

We will be upgrading our website to the latest version of software and re-designing some areas to make full use of the added functionality.

- **Tax Education**

We will work with our volunteers to deliver tax education in schools and promote tax as a career through this programme.

- **Engagement with HMRC**

We will continue to engage with HMRC at all levels to make the system as easy and fair as possible for the general public. Particular areas of engagement for 2023 include Making Tax Digital for Income Tax Self-Assessment, reform of the Basis Period rules, Natural Capital and Tax Administration Framework.

Pay Policy of Key Management Personnel

The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings. In 2022 all staff received a pay rise of 4% in April 2022, with a further 4% awarded in October 2022.

Public Benefit

The charity has referred to the recommendations contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning future activities. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set. How the Association achieved its

public benefit objectives can be found on page 13.

Money Laundering Regulations 2017

The Money Laundering Regulations 2017 list the Association as a supervisory authority for its members in practice. The Scheme was introduced in December 2007 and practising members have been registering since that date. During 2022 the Association continued to ensure that members in practice were fulfilling their obligations under the Regulations, which included visiting members and checking their anti-money laundering policies and procedures.

Statement as to Disclosure of Information to the Auditor

The trustees who were in office on the date of approval of the financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the trustees has confirmed that they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

Annual General Meeting

A separate notice on page 75 of this report explains the business to be considered at the Annual General Meeting on 13 July 2023.

This report was approved by the Council on 27 April 2023.

By order of the Council

Jane E C Ashton

Chief Executive

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COUNCIL AND ADVISERS

President

David Bradshaw BSc ATT (Fellow) CTA FCA (2015) (E)

Deputy President

Simon Groom BSc ATT (Fellow) CTA FCA (2018) (E)

Vice President

Senga Prior ATT (Fellow) (2017) (E)

Honorary Treasurer

Katharine Lindley BEng (Hons) MPhil ATT (Fellow) CTA CFP™ APFS (2012) (E)

Council

*Graham Batty BSc (Hons) ATT (Fellow) CTA ACA (2012) (E)

*Jeremy Coker BSc (Hons) ATT (Fellow) CTA FCCA ACA (2008) (E)

*Tracy Easman ATT (Fellow) CTA (Fellow) (2011) (E)

Richard Freeman LLB (Hons) ATT CTA Solicitor (2015) (E)

Jacqueline Hall BA (Hons) ATT CTA FCA (2016) (E)

Georgiana Head BA (Hons) ATT (Fellow) (2020) (E)

Barry Jefferd BSc ATT (Fellow) CTA FCA (2021) (E)

Banin Oozeerally BSc (Hons) ATT FCCA (2021) (E)

Toyin Oyeneyin BA (Hons) MSc ATT CTA (2021) (E)

Hayley Perkin BSc (Hons) ATT (Fellow) (2014) (E)

Henry Smith-Langridge ATT CTA (2022) (E)

Jonathan Stride ATT (Fellow) MAAT CAT (2016) (E)

*Richard Todd ATT (Fellow) CTA (2013) (E)

(E) - Elected Member

* Indicates Past President

The year of appointment to Council is shown in brackets

Chief Executive

Jane Ashton ATT (Fellow) MAPM AMBCS

Registered Office

30 Monck Street, London SW1P 2AP

Tel: 020 7340 0551

Connected Charity

Chartered Institute of Taxation

30 Monck Street, London SW1P 2AP

Bankers

HSBC plc

The Peak, 333 Vauxhall Bridge Road,
London SW1V 1EJ

Statutory Auditor

UHY Kent LLP t/a UHY Hacker Young

Thames House

Roman Square

Sittingbourne ME10 4BJ

Investment Advisers

Investec Wealth & Investment Ltd

30 Gresham Street, London EC2V 7QN

Solicitors

Stone King LLP

Boundary House

91 Charterhouse Street, London EC1M 6HR

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PUBLIC BENEFIT

As a registered charity, we have an obligation to operate for the public benefit. Our charitable aims are education in the study of the administration and practice of taxation, preventing crime and promoting the sound administration of the law by promoting and enforcing standards of professional conduct amongst those engaged in the provision of advice and services in relation to taxation.

Our Technical Steering Group (TSG) continues to work towards developing a simple and accessible tax system for all taxpayers, whether represented or not.

One area of focus for TSG in 2022 was the new penalty and interest regimes in respect of late payment and late submission which were introduced for VAT periods commencing on or after 1 January 2023. Engagement between HMRC and the professional bodies through the Penalty Reform Forum was incredibly positive and the ATT played a leading part in ensuring that the HMRC guidance, standard letters and online appeal and review procedures were as helpful and accessible as possible. We also provided constructive comments on the public facing guidance which is published on GOV.UK.

Accurate and comprehensive guidance is key to both agents and unrepresented taxpayers understanding the tax system. The ATT works closely with HMRC, via the Guidance Forum and specifically on areas including guidance for new agents, the UK Property Reporting Service, the Trust Registration Service and Making Tax Digital, to help shape and improve public guidance. During the year we maintained our own 'how to' guides for members and the public on areas where we felt GOV.UK guidance was not sufficiently detailed or practical.

The ATT plays an active part in improving HMRC's service standards as part of HMRC's

Charter Stakeholder Group. It is of fundamental importance that the Charter aspirations are translated into action across every section of HMRC. Steven Pinhey gave a presentation to newly recruited HMRC compliance officers on the 'customer voice' as part of HMRC's Timeliness of Response masterclass, as part of HMRC's recognition that they need to improve service standards.

The ATT engages with HMRC on raising standards in the tax advice market. During the year TSG responded to HMRC's consultation on *'Raising standards in tax advice: protecting customers claiming tax repayments'* looking at measures to address consumer protection issues for taxpayers who claim tax repayments via agents whose business model typically involves submitting a high volume of tax repayment claims and then accounting to their clients for any resulting repayment only after deduction of their commission.

During the year TSG submitted eight responses to public consultations on matters ranging from potential reforms to the capital allowances regime to improving the data that HMRC collects. Written and oral evidence was submitted to the House of Lords Economic Affairs Committee's Finance Bill Sub-Committee as part of their inquiry into measures in Draft Finance Bill 2022-23 relating to Research and Development (R&D) tax reliefs. The *Technical* section of our website carries copies of all submissions.

TSG continues to be involved in a variety of HMRC led groups relating to the full range of UK taxes, as well as meeting on an ad hoc basis with HMRC to discuss specific policy issues. We continue to raise concerns about operational issues escalated from the Agent Forum. HMRC's performance in terms of handling post and phone queries in a timely manner continues to be a major concern and is something we have raised at senior levels.

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PUBLIC BENEFIT

During 2022 we established a working group of experts to look at the taxation of income from 'natural capital' and have now started to engage with HMRC to clarify how the current law applies.

The group produced 26 press releases during the year. These were reported extensively in tax, accountancy and in-house publications, as well as in the mainstream media. We have contributed technical articles to various publications and made a number of appearances on the BBC and local and national radio. Many of these activities were intended to draw attention to the implications for taxpayers of impending changes or changes that were under consideration. Such media activity can help taxpayers understand their compliance obligations and avoid errors.

TSG promotes education in tax, with members and technical officers presenting webinars on a variety of subjects for ATT/CIOT branches, as well as contributing to the ATT annual conferences and joint events with other bodies including the Association of Accounting Technicians (AAT), the Chartered Institute of Payroll Professionals (CIPP) and on AccountingWEB. All these events are open to members and non-members and allow attendees to ask questions and feed in comments to those presenting.

In our *Employer Focus* publication, we highlight matters which are of particular significance for employers and employees. During the year, topics were as diverse as tax benefits of electric cars, homeworking reliefs, the use of exclusivity clauses and mental health at work.

During 2022 members of the professional staff and volunteers trained in tax represented ATT at several online and in-person careers events for schools and universities, with the aim of

encouraging a wide selection of young people to pursue a career in tax.

Our open access policy means that all of those who wish to register as students may do so, regardless of their previous academic record. We offer three routes into full ATT membership: the 'traditional' route, the Tax Pathway and, in partnership with NCFE, the Level 4 Professional Tax Technician Apprenticeship. In addition, for those requiring a tax qualification at the lower level, we offer Foundation Level qualifications in Personal Tax, Business Tax, Value Added Tax and Transfer Pricing.

To help students prepare for the examinations, we run Exam Focus and Skills Days prior to both the May and November examination sittings. These webinars are designed to help students with their revision. They cover both core and more challenging areas of the syllabus for each of the papers. Students who are unable to attend the live events can purchase recordings of the webinars to view at their own convenience.

Our website continues to attract large numbers of visitors with over 1.4 million visitors in 2022. Our most popular article this year was 'Home Sweet Home' which focused on the tax implications of working from home with nearly 40,000 views.

The Branch Network produces a range of technical events across the United Kingdom. During 2022 many events were held online and were accessible to members, students and members of the public. In addition to the live events, recordings are also available to purchase. Our CPD events are open to all, and details of forthcoming events can be found on our website.

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LAY PUBLIC INTEREST COUNCIL OBSERVER

Diane Burleigh OBE reports

My role is to report on the Council's conduct of business in relation to safeguarding the public interest, particularly as a charity, and commenting on Council's adherence to the Association's Articles and statutory obligations and functions.

It is worth reminding ourselves of the core charitable objectives (in brief):

- To advance public education in and promote the study of the administration and practice of taxation
- To prevent crime
- Promote the sound administration of the law for the public benefit.

The first is, if you like, the core business of the ATT; as an examination and awarding body for a variety of certificates and diplomas in tax and the practice of taxation. The others are a clear result of its professional membership functions, through the promotion of professional standards of conduct, and in its regulatory role regarding money laundering. These are wide ranging, technically challenging responsibilities, with a clear public benefit when carried out well.

I am pleased to be able to say that the Association continues to be well governed by its Council, which in turn is supported by dedicated Steering Groups and staff. It has once again met its charitable objectives, and more.

This year saw a return to some face-to-face meetings, clearly to the relief and pleasure of many Council members. Those who could not or did not wish to travel could still attend

remotely. This arrangement appeared to work well, particularly as the Council continued to be provided with detailed and relevant papers on individual topics, all produced in a timely fashion. The staff members presenting papers, and advising the Council, were rightly subject to robust questioning at times, but always the questions and debates were respectful, and often conducted with good humour. It is clear that the efforts of the staff to further the aims of ATT, and the Council's strategic agenda, are appreciated by the Council.

There was some indication and concern expressed that occasionally a small number of Steering Group members appear not to have read the papers in advance of a meeting. If that is the case, it is important that the Chairs speak to the individuals, so that opinions expressed and resolutions voted on are based on information and evidence, not merely on personal experience.

Council meetings commence with Declarations of Interest which Council members continue to make above and beyond that which is strictly necessary. It sets the tone of openness for the rest of the meeting. Generally, the Council members all contribute at some point in the meeting; I would urge the Presidents to continue the good practice of reminding the meeting of the value of hearing all opinions, and of checking with those who have not spoken on a topic if they have anything to add, before taking a vote or closing the discussion.

The Council continued an admirable focus in meetings on the ATT's charitable objectives, in particular the qualifications and examinations, their content and processes, and where working with other bodies might extend the professional reach of these valuable qualifications. The debates were well

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informed, the papers clear, the public interest (which includes the good reputation of the Association) to the fore.

Clearly the ATT is stretched at times in its supervisory role regarding Anti- Money Laundering, and the Professional Standards Committee and Council have kept a close eye on ensuring there is capacity to meet commitments.

This year recruitment to the Council has continued by way of “open competition”; members were encouraged to come forward and were interviewed against a set of criteria. Although attracting members to Council and Steering Groups continues to be something of a headache (the ATT is not alone), the approach to appointment to the Council is producing a skilled and more diverse Council than has hitherto been the case, in line with best practice and Council’s strategy.

Interviews for a new Lay Public Interest Observer will take place in January 2023. So, this is my last annual report. I would like to thank everyone associated with the ATT, in particular Jane Ashton and all on the Council, for their welcome to me, their regard for my advice, and for their never ending kindness and patience in explaining the finer points of tax to me! I wish the ATT all success in the future.

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ENFORCEMENT OF STANDARDS

Susan Humble, TDB Chair, reports

The Taxation Disciplinary Board Limited (TDB) is an independent body which handles complaints about alleged breaches of professional rules and conduct by members and students of the ATT and CIOT.

The TDB is responsible for administering the Taxation Disciplinary Scheme (TDS), which sets out the principles and powers that underlie the participant bodies' complaints and disciplinary procedures. These procedures exist to protect the public. By maintaining and enhancing professional standards they also strengthen the standing and reputation of the tax profession and are beneficial to all members. The TDB aims to ensure it is at the forefront of best regulatory practice and is committed to an open and effective system of complaints handling and disciplinary tribunals.

Governance of the TDB

The investigation of complaints, including the function of 'reviewer', and day-to-day administration is undertaken by Sarah Gardiner. Nigel Bremner is the Clerk to the Disciplinary Tribunal, responsible for the organisation and conduct of disciplinary hearings.

The Chair of the Board continues to be Susan Humble. The Board currently has three other directors: Brian Palmer appointed by ATT, John Whiting appointed by CIOT, and Elizabeth Fullerton-Rome who is an independent Non-Executive Director. John Whiting's second term ends in April 2023. He will be much missed for his wise counsel and expertise. John will be replaced by Daniel Lyons who attended his first TDB Board meeting in March 2023.

The Committees and Tribunals which make decisions on complaints are appointed by the TDB from a panel including tax professionals, and lay persons, with some of the latter being lawyers. Panel members do not have any current involvement with the standards setting of the two participant bodies. Several panel members completed their two terms in 2022, which has given the TDB an opportunity to refresh the panels to ensure that they remain diverse, inclusive and fit for purpose in what is a rapidly developing regulatory market.

Developments in 2022

Remote working, training events and virtual hearings have continued this year. A successful training day was held in November 2022 during which presentations were received from Sarah Ellson, Partner at Fieldfisher solicitors on subjects including recent case law and the drawing of adverse inferences. John Whiting led a session on the TDB's Indicative Sanctions Guidance (ISG), covered in more detail below. Susan Humble facilitated a discussion on managing the cost of cases. Attendees were pleased to hear from Jane Mellor, Head of Professional Standards at CIOT/ATT on a range of standards topics including the approach to Anti-Money laundering requirements which have become particularly topical in a year of Russian sanctions.

The TDB has invested in an online training programme for its panel members, staff, and Board to facilitate training across several topics, including anti-money laundering and GDPR. The benefits of this training will be seen in mid-2023.

The plan for the year ahead is to continue to run the TDB administration largely remotely with some physical meetings and training events.

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ENFORCEMENT OF STANDARDS

Hearings also continue to run remotely unless there is a good reason to proceed in person. Decisions are made on a case-by-case basis as part of the initial listing process, informed by representations from the CIOT/ATT member concerned. The TDB aims to reduce stress and cost where practical.

The Indicative Sanctions Guidance (ISG) was reviewed and an updated edition published at the end of January 2022, incorporating changes informed by feedback by users.

An annual review of the ISG is included in the TDB's operational programme to ensure that learning, both from the TDB and other regulators, is embedded in our work. The ISG is updated during the year should changes in legislation, best practice or case law necessitate. The annual update is in hand and will be published by March 2023.

Following on from groundwork laid and evidence given by the TDB in 2020, we continue to have useful discussions with HMRC regarding its agenda to raise standards within the tax advice sector. 2023 will see us progress this relationship and look to establish better professional working links with those responsible for regulation within other membership bodies, both within the tax advice sector and elsewhere, mainly so as to understand the nature of their regulatory work and share best practice.

The TDB manages its independence robustly. Relationships with stakeholders are respectful and considered, the TDB's integrity being a key part in the machinery of tribunal service delivery in a way that is fair to all service users.

Complaint cases dealt with in 2022

In 2022, the TDB received 49 referrals. Four of these were made by ATT, the remainder were

made by CIOT and other professional bodies, by government, clients or other members of the public, including an investigative think tank, Tax Watch.

There are 34 cases still at **Pre-Investigation Committee stage** of which 16 are awaiting outcomes either from other regulatory bodies or criminal proceedings. Those 16 cases cannot be progressed pending conclusion of the other investigations/proceedings.

- 1 case together with 2 others from 2021 have recently been considered by the **Investigation Committee** with decisions to refer 2 of the cases to DT with the other complaint to lay on the file.
- 2 cases have been **referred to DT** for failure to pay a fixed penalty.
- 1 case has **concluded at DT** with the Member being expelled.
- 1 case is currently **stayed** pending the outcome of another case.
- 1 case is awaiting **review by the Investigatory Assessor**
- 3 cases have concluded by payment of a fixed penalty and in 6 cases no further action was taken either because it was determined that the TDB had no jurisdiction on the matter complained about, or because the complaints were not sufficiently serious to merit an investigation.
- **6 AML cases** have resulted in fixed penalties.

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BRANCHES REPORT

Lynne Poyser reports

Community

Branch volunteers met twice in 2022 to discuss the challenges of delivering our shared aims of affordable, accessible, excellent and inclusive continuing professional development (CPD) to students, members and the wider public, and provide meaningful opportunities for the tax community to come together as a network and share best practice.

They met online (in May) and then in person at Head Office in London (in September) when Lynne Poyser took over the Chair from Zoe Roberts and Jo Routier. Lynne served as London Branch Chair and sits on the Conferences Sub-Committee for CIOT, is a Tax Writer and has served as the ATT representative for London Branch for several years.

At the September event the challenges facing the branch network were discussed including changes to the delivery of events and what it means for branches to be providing online and in person lectures.

The Branch Network has 116 volunteers who are ATT members or students, 40 of whom are in the role of Chair or hold an Officer position within the committee.

The Branch Network produced a total of 87 events in 2022 on a broad range of topics, a selection of which are given here:

- Crypto Assets for Beginners
- Domestic Reverse Charge - a year on
- Farming
- Financial Markets

- Scottish Taxes
- Making Tax Digital
- Wales' Devolved Taxes, trends, risks and opportunities

In person events are back!

The East Midlands Committee, responding to the changing requirements of members post covid, held a one-day conference in the beautiful surroundings of Wollaton Hall and Deer Park in Nottingham. This was well attended, and delegates enjoyed the experience of networking again as well as meeting their CPD Objectives.

We were pleased to see the return of the Merseyside Annual Dinner which attracted a very high number of delegates (over 240) including representatives from the local Law Society and others in significant civic roles.

In total the branches put on 27 in person events held at locations in the UK and the Channel Islands attracting over 500 delegates.

Anniversaries

Bristol and Sheffield Branches were founded in 1972. Sheffield held a wonderful anniversary dinner attended by the Chief Executive and President in support of the volunteer committee and members in the region, it was well attended with 50 people at Tankersley Manor in October. Cumbria and South West Scotland celebrated their 20th anniversary with a return to in person technical events, Giles Mooney of PTP joined members in May.

There are lots more anniversaries to celebrate and bring our members and students together in 2023. Significantly our Manchester & District Branch which celebrates a staggering 90 years!

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BRANCHES REPORT

Digital engagement

6,316 ATT members registered to attend the 60 online webinars from the Branch Network in 2022. Over 600 students joined online too. To deliver on our educational aims 35% of our webinars were free and these attracted 4,972 attendees.

Growth and Looking Ahead

We are keen to foster new talent and were delighted to introduce 28 new speakers to the online platform in 2022.

As always, we are keen to hear from members and students who have an interest in volunteering for their local Branch Committee or who wish to learn more about holding events, speaking at events or providing sponsorship to the Network.

Finally, I would like to thank Zoe and Jo for steering the branch network through the many changes and challenges in their three-year term.

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Equality, Diversity and Inclusion Committee

Olayinka Iwu reports

The Association, along with the Chartered Institute of Taxation, has continued work on developing a new joint four-year Equality, Diversity and Inclusion (EDI) Strategy and accompanying Action Plan which have been approved by the respective Councils. The EDI strategy has been published on our website and communicated to members and stakeholders. The strategy will help ensure our shared EDI values are embedded and demonstrated across both organisations.

We have continued to develop a programme of work to promote and embed a culture of equality, diversity and inclusion across both organisations.

The EDI Committee's purpose is to:

- Grow and celebrate our diverse membership and volunteer community, reflecting the UK's cosmopolitan society.
- Increase our influence with key stakeholders, including government.
- Improve brand awareness of the ATT and CTA community.
- Deliver diversity of thought and experience through our national and regional events programme, as well as through our leadership.

In 2022 the committee met in March, June, September, and November. They annually report progress to both Councils. Over the course of 2022, the committee undertook several initiatives which were aimed at strengthening EDI values. Examples include:

- EDI surveys of members and students. The committee discussed the results from the two independent EDI surveys undertaken by James Law Associates. These were designed to help benchmark data against future EDI progress and inform the committee's discussions about the priorities for the new EDI strategy and action plan.
- EDI strategy and action plan. The committee's discussions on the survey results shaped a new joint EDI strategy and action plan. The strategy will cover the next four years up to December 2026 and aims to:
 - Develop an inclusive workplace environment to ensure that ATT and CIOT live their EDI values.
 - Embed EDI values throughout the work delivered within our workplaces.
 - Build an inclusive membership with a true sense of belonging which celebrates diversity.
 - Inspire the next generation of tax professionals and ensure everyone can access our tax qualifications and member services.
 - Undertake initiatives in respect of EDI-related matters including research, the preparation of resources and commentary on relevant tax proposals.
- Objective Metrics. Following the development of the new EDI strategy and action plan, the committee discussed what metrics could be used to objectively measure performance. This work is ongoing and will be completed in March 2023.
- Inclusive language guide. A new inclusive language guide was written by the External Relations Team, approved by the EDI committee, and communicated to staff and volunteers. The guide aims to support accurate, informative and non-offensive

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professional interactions and will be reviewed regularly as language use changes.

- Membership and Events:
 - Work was undertaken with the Events Team to improve the diversity of events and speaker panels.
 - New opportunities were provided for members through our New Speaker Programme.
 - A number of EDI articles were written for and appeared in *Tax Adviser* magazine.
 - The committee reviewed the process through which our members and volunteers engage with us, championing equality of opportunity for all.
 - The delivery of our services and meetings remained accessible online which increased and widened engagement and participation with members.
- The corporate inclusion calendar sets out dates for holidays and festivals. Meetings of key committees and steering groups are timed to avoid these dates wherever possible.
- EDI Committee's Terms of Reference were reviewed and approved at the March meeting and have subsequently been approved by both Councils.
- Continued support for the Charter for Black Talent in Finance and the Professions.

In addition to the work of the EDI Committee, we continue to have our independent nominations committee for members wishing to join Council. Council members received EDI training as part of their annual trustee programme.

We continue to be open to feedback and welcome everyone at Head Office, our branches and our events.

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Examination Steering Group

Graham Batty reports

The ATT tax examinations continue to be held remotely using the Exam4 software with students and employers now very familiar with this online approach. Incremental improvements have been made to the software during the year, giving students more functionality. The examinations continue to be open book, reflecting the real-world environment in which candidates work.

During the year candidates sat 3,238 papers, achieving 2,331 passes. Congratulations to all of you who passed during 2022.

In September 2022 we held our first prize winners' luncheon since before the pandemic, celebrating their success in the Grade II listed surroundings of Salters' Hall in the City of London. It was wonderful to meet so many of the prize winners, together with their friends and family in person and congratulate them on their considerable achievements.

One of the major questions facing the Examination Steering Group in 2022 was the *future method of sitting the exams* as we move into the post-pandemic world.

After careful consideration, we announced in July 2022 that we will continue to hold remotely monitored, open book examinations in 2023. We have been very pleased with the reliability of Exam4 and the flexibility and increased accessibility it has given our students. We have therefore decided to cement the partnership with our software provider and will continue to add

improvements and security enhancements to protect the integrity of the ATT qualification. We support our students by having online guidance videos and FAQs on our website. We use anti-plagiarism software to check for any possibility of collusion, and this will continue in 2023.

Students sitting the CBEs in Principles of Accounting, Principles of Law and Professional Responsibilities and Ethics will continue to have a choice of whether they attend a test centre or sit at home with a live online proctor.

During 2022 we have maintained our working relationship with NCFE to promote the Level 4 Apprenticeship in Taxation. Government funding is available for candidates studying for the ATT exams as part of the apprenticeship preparation process.

During the year there were a total of 913 students registered for our non-UK VAT Compliance Diploma (VCD) and 153 for our non-UK Diploma in Transfer Pricing (DTP). 166 VCD and 17 DTP certificates were awarded. There were 745 students studying for our four Foundation Level qualifications in Personal Taxation, Business Taxation, VAT Compliance and Transfer Pricing with a total of 159 certificates being awarded. Towards the end of 2022 a new Diploma in Corporate Tax (non-UK) was introduced.

Finally, as always, a huge thank you to our Chief Examiner, Helen Stainton, her team of examiners and the Education Team. As I have said before, we really could not do it without you.

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David Bradshaw with prizewinners from the 2019, 2020, 2021 and May 2022 examinations

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EXAMINATION RESULTS

2022 Examinations – May

	<i>No. of candidates</i>	<i>No. passing</i>	<i>Pass rate</i>
Personal Taxation	681	504	74%
Business Taxation	610	423	69%
Business Compliance	158	129	82%
Corporate Taxation	188	162	86%
Inheritance Tax, Trusts & Estates	88	54	61%
VAT	49	36	73%

May 2022 prizes and medals were awarded as follows:

Association Medal (<i>best overall performance</i>)	Zoe Michelle Janaway
Tolley Prize (<i>highest total mark when taking all three papers at one sitting</i>)	Oliver Jack Henderson
President's Medal (<i>at the discretion of the President</i>)	Beatrice Eleanor Ballamy
Ivison Medal (<i>Personal Taxation paper</i>)	Emily Hurdley
Jennings Medal (<i>Business Taxation paper</i>)	Soumya Chadha
Collingwood Medal (<i>Business Compliance paper</i>)	Oliver Jack Henderson
Stary Medal (<i>Corporate Taxation paper</i>)	Soumya Chadha
Kimmer Medal (<i>Inheritance Tax, Trusts & Estates paper</i>)	Charles Whittle
Gravestock Medal (<i>VAT paper</i>)	Nuria Guilera Margenat
Johnson Medal (<i>Computer Based Examinations in Professional Responsibilities & Ethics, Law and Principles of Accounting</i>)	Emma Jade Alvarez

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EXAMINATION RESULTS

2022 Examinations – November

	<i>No. of candidates</i>	<i>No. passing</i>	<i>Pass rate</i>
Personal Taxation	439	284	65%
Business Taxation	560	362	65%
Business Compliance	92	80	87%
Corporate Taxation	221	172	78%
Inheritance Tax, Trusts & Estates	89	74	83%
VAT	63	51	81%
Computer Based Examination: Professional Responsibilities & Ethics 8 January – 31 December 2022	502	442	88%
Computer Based Examination: Law 8 January – 31 December 2022	531	363	68%
Computer Based Examination: Principles of Accounting 8 January – 31 December 2022	521	352	68%

November 2022 prizes and medals were awarded as follows:

Association Medal (<i>best overall performance</i>)	Not awarded
Tolley Prize (<i>highest total mark when taking all three papers at one sitting</i>)	Matthew Poole
President's Medal (<i>at the discretion of the President</i>)	Helena Heyndrickx
Ivison Medal (<i>Personal Taxation paper</i>)	Zoe Grace Dixon
Jennings Medal (<i>Business Taxation paper</i>)	Zoe Grace Dixon
Collingwood Medal (<i>Business Compliance paper</i>)	Michaelia Protopapa
Stary Medal (<i>Corporate Taxation paper</i>)	Gemma Leigh O'Donovan
Kimmer Medal (<i>IHT, Trusts & Estates paper</i>)	Chloe Jackson
Gravestock Medal (<i>VAT paper</i>)	Michael David Stone
Johnson Medal (<i>Computer Based Examinations in Professional Responsibilities & Ethics, Law and Principles of Accounting</i>)	Kirsty Stuart
Jean Jesty Prize (<i>awarded by the Worshipful Company of Tax Advisers to the student under 21 years of age as at 31 December 2022 achieving the highest overall marks in the three papers and three Computer Based Examinations</i>)	Bradley Colman

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Member and Business Development Steering Group

Georgiana Head reports

During 2022 Council took the decision to merge the existing Business Development and Member Steering Groups into one new Steering Group. A significant number of volunteers served on both Steering Groups and the agendas for both meetings were similar. The new Steering Group allows for a more joined up, holistic approach. I was delighted to be asked to chair the new Steering Group. Thank you to Kay Mind, who led the Business Development Steering Group for several years.

We met three times during the year. Two meetings were held virtually, and one in person for the first time since 2019. It was good to catch up in person again.

Membership continues to grow: during 2022 we admitted 503 new members and 218 new Fellows. Total membership, as at 31 December 2022, stands at 9,623, which includes 1,660 Fellows.

As well as Tax Adviser, we are delighted to be able to continue to provide all members and Fellows with Tolley's Tax Guide, Whillans' Tax Tables, an annotated copy of the Finance Act, a mouse mat and tax rate card. Tolley's Tax Guide and the Finance Act are also available in electronic format. With so much focus on our individual carbon footprints, as well as those of the Association and your firms, please remember that you can opt out of receiving hard copies of our publications and/or Tax Adviser. Please contact us at membership@att.org.uk if you wish to do this.

We held our first face-to-face admission ceremonies since the pandemic in June 2022. Nearly 130 new members and their guests attended the two events, which were hosted by the then President, Richard Todd.

Following the success of our inaugural Fellows' Webinars in 2021, we held two online events in 2022 which attracted more than 10% of our Fellow population. The events took the form of a presentation followed by breakout sessions, giving everyone a chance to network as well as receiving those all-important technical updates.

Our ever-popular Annual Tax Conference was held as an online event on three dates in June and July. Live sessions included Making Tax Digital, Basis Period Reform and Penalties, with pre-recorded sessions on topics as varied as R&D reliefs, cryptoassets and tax considerations on electronic cars. This was Michael Steed's final conference for the Association as he has now stepped down from his lecturing duties. On behalf of the Committee, I would like to thank Michael for his support of the Annual Conferences over many years – we will miss you.

The 'Sharpen your Tax Skills' conferences were held online in the Autumn. These are held jointly with the Association of Accounting Technicians (AAT) and we were delighted to welcome Rebecca Benneyworth as the keynote speaker.

We also joined forces with the Chartered Institute of Payroll Professionals to deliver two further webinars.

We must thank our Technical Team of Emma Rawson, Will Silsby, Helen Thornley and latterly Steven Pinhey for the hard work they put in to planning the content for these conferences, and of course our Head Office

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Events Team, ably headed by Lisa Drakley, for the delivery of these sessions.

These events, along with the events held by the Branch Network, help to deliver cost effective training to enable our members to meet their Continuing Professional Development (CPD) requirements.

Our Employer Engagement programme continued during the year. Following the success of our first virtual employer conference at the end of 2021, the Marketing Team worked on a series of virtual employer events during 2022. We continue to hold our quarterly meetings with major employers of our members and students.

Our student induction sessions have continued during the year. Members of the Education Team have delivered 12 induction sessions to the new tax trainee intake of various firms. These sessions enable students to learn more about the qualifications and understand the high professional standards which we expect all students, and of course, members to comply with.

Reviewing our marketing material and website is a continual process. We updated our qualifications brochure which has been well-received by potential students and employers alike and we have produced a promotional video which can be viewed on our YouTube channel: [Association of Taxation Technicians](#).

Our website continues to attract a high number of visitors and in 2022 we attracted 1,431,442 visitors.

Finally, I would like to thank Kay and all the members of the former and new Steering Groups for their lively discussions and input. Thanks are also due to the Member Services Team at Head Office for putting our ideas into action and to Sue Fraser, for acting as secretary to the group.

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Professional Standards Committee

Ruth Cook reports

Members are expected to adhere to high professional standards to maintain trust in the profession by members of the public, HMRC and other third parties. The Joint Professional Standards Committee looked at several important issues during the year as part of the continuing work to set appropriate standards and review and monitor adherence to these.

Rules, guidance and member support

Professional Indemnity Insurance (PII)

The PII market continues to be difficult for tax advisers and we maintain regular contact with brokers to keep up to date with developments. Work has completed on an update to the regulations and guidance (in force from 1 January 2023). The updated regulations bring clarity to the requirements for firms based overseas, the retired and those undertaking pro bono work. DAC Beachcroft produced two free webinars to members during 2022 covering PII related matters.

Continuing Professional Development (CPD)

Work has concluded on updating the CPD regulations and guidance during the year and the updated version applies from 1 January 2023. The guidance has been slimmed down and the update clarifies the exemptions from the CPD requirements.

Member support

We were pleased to provide support to members through our helpline: standards@att.org.uk. Queries covered a wide range of issues including PII, handover of

clients to new advisers and dealing with voluntary requests for information by HMRC.

Raising standards

Work with HMRC

As well as continuing to liaise with HMRC about raising agent standards through attendance at meetings and workshops, we also responded to an HMRC consultation on 'Raising Standards in tax advice: protecting customers claiming tax repayments'. Our response included suggestions on changes to GOV.UK pages so that taxpayers might find it easier to claim repayments directly and on how the handling of repayment claims might be improved in advance of amending legislation. We agree that the current use of deeds of assignment should be reviewed.

The promised publication in 2022 of a separate consultation to 'explore options to improve the wider regulatory framework that supports standards in tax advice' did not materialise in the year. We look forward to that publication and to further engagement about professional regulation for tax advisers.

Work with the Tax Tribunal Judges

Early in the year we became aware that Tax Tribunal Judges may not know how to raise issues in situations where they were aware of poor standards of behaviour from members when sitting in the Tribunals.

A dialogue was therefore opened with the Judges and a helpsheet prepared which will be rolled out in 2023, together with a presentation at the Judges' conference.

Professional Conduct in Relation to Taxation (PCRT)

PCRT was reviewed during the year and some small editorial changes made. The group also started to consider the impact on PCRT if the International Ethics Standards Board for

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Accountants introduce an ethical framework on tax planning.

Compliance

The ATT does not simply set standards but must also monitor compliance and follow up where non-compliance is identified, including referral to the Taxation Disciplinary Board (TDB) where appropriate.

Annual Return

The Annual Return is a key element in checking member compliance. Members completing the form must self-certify compliance with CPD, PII and Anti-Money Laundering (AML) obligations and respond to conduct questions including criminal convictions and disciplinary action by another professional body.

Members failing to complete a return risk referral to the TDB.

CPD Audit

The annual check of a selection of CPD records indicated a high level of compliance with this membership requirement.

Anti-Money Laundering (AML)

Financial Sanctions

Following the invasion of Ukraine by Russia additional sanctions and other measures were introduced, including a ban on the provision of accountancy services and the introduction of the Register of Overseas Entities. Members were asked to contact the ATT and advise us of any clients with Russian connections. The team dealt with a large volume of enquiries arising from this and guidance was added to the website.

Supervision and inspection visits

Following the success of our virtual visit programme throughout the pandemic we

have continued to undertake visits on a virtual basis during 2022.

Communication

In addition to regular AML Newsletters, articles in the Weekly News email and Tax Adviser magazine, we covered AML in our Professional Standards webinar in May 2022 and a further webinar on 'AML Reminders and Risks' in November 2022. We also provided AML training as part of the TDB training day.

Our second annual report on our activities as an AML supervisor was entitled 'Risk and Response'. This report is a requirement under the Money Laundering Regulations in addition to the annual report which we submit to HM Treasury.

Office for Professional Body Anti-Money Laundering Supervision: Sourcebook update

We continue to engage with the other AML supervisors, HM Treasury and OPBAS to meet the statutory requirements placed on us as supervisors. We also actively take part in information sharing on financial crime threats and risks.

We are accountable to the Office for Professional Body AML Supervision for the standards of our supervision and provided a response to the Financial Conduct Authority consultation on the OPBAS sourcebook update.

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Technical Steering Group

Senga Prior reports

The Technical Steering Group (TSG) has had another varied and successful year in 2022.

The year saw many changes with three Prime Ministers, and four Chancellors of the Exchequer, a Spring Budget, a fiscal event – dubbed a ‘mini-budget’, and an Autumn Statement. The TSG also saw its own changes during the year as Michael Steed and Jon Stride stepped down as Co-Chairs. Senga Prior succeeded as Chair in July, with Jon Stride taking up a role as Vice Chair.

TSG is supported by its team of technical officers, which also saw changes during the year as Will Silsby retired, and two new technical officers were recruited. Steven Pinhey joined on 1 November 2022 and has assumed responsibility for several aspects of Will’s work and David Wright will start on 1 February 2023.

TSG had three virtual meetings during the year together with its first in-person meeting since the onset of the pandemic. These meetings were used to discuss topical issues and oversee the work of the ATT towards ensuring that the tax system works for all. The discussions at TSG meetings feed into the drafting of responses to consultations and draft legislation and identify issues to be raised with HMRC or which require further consideration.

TSG’s VAT Sub-Group has continued to provide an excellent forum for the identification of VAT-related issues. The group

draws strongly on the wide practical experience of its members. During the year Julian Millinchamp and Stephen Taylor stepped down as Co-Chairs and Julia Garbutt succeeded as Chair. Two new members also joined the group during the year and the group met four times, with the September 2022 meeting being an in-person meeting. Areas of focus in 2022 have included HMRC service standards, Making Tax Digital (MTD) for VAT and Land and Property issues.

The technical team continues to engage with the wider ATT membership on technical issues. Over 40 members act as contributors, providing vital views on consultations, draft legislation and tax administration. The technical team continues to receive a significant volume of technical queries from members. Over 100 queries were received in the technical inbox in the year with the technical officers also receiving a large number of queries directly.

Making Tax Digital (MTD) for Income Tax Self-Assessment (ITSA) continues to be of ongoing significance. We welcomed the ministerial statement in December 2022 confirming that MTD for ITSA will not now be introduced until 6 April 2026, and that it will then be introduced in phases. Although this is now the fifth deferral, it has demonstrated that ministers are prepared to heed the advice given by the professional bodies – including the ATT – in ensuring that MTD for ITSA implementation only takes place when HMRC’s systems can support it. educational material on MTD for ITSA continues to be widely sought, and a joint ATT/CIOT free webinar on the subject, co-presented by technical officer Emma Rawson, attracted around 1,500 people signing up and over 800 watching on the day.

The technical team continues to raise practical, day-to-day compliance issues with

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STEERING GROUP REPORTS

HMRC as members bring them to our attention.

The ATT has worked closely with HMRC helping to shape and improve public guidance in the Trust Registration Service, the new late payment and filing penalties, and interest regimes. The ATT continues to raise concerns with, and potential improvements to HMRC systems and processes via the Issues Overview Group and encourages agents to raise issues direct with HMRC via the Agent Forum.

The new penalty regimes in respect of late payment and late submission were introduced for VAT periods commencing on or after 1 January 2023. Engagement between HMRC and the professional bodies through the Penalty Reform Forum had been very positive, and the ATT played a leading part in ensuring that the HMRC guidance, standard letters and online appeal and review procedures were as helpful and accessible as possible.

HMRC performance standards continued to cause members problems during 2022. The ATT, together with the CIOT, ICAEW and ICAS, wrote to HMRC expressing concern over these service levels and asked for more details about HMRC's proposed recovery plans. Members of TSG and ATT Council also met with HMRC's Intermediaries Director to express concerns directly. The ATT will continue to raise concerns through appropriate channels in 2023.

The ATT played an active part in HMRC's Charter Stakeholder Group during 2022, highlighting the fundamental importance of the Charter aspirations being translated into action across every section of HMRC. New technical officer Steven Pinhey gave a presentation to newly recruited HMRC compliance officers on the 'customer voice' as part of HMRC's Timeliness of Response masterclass, in HMRC's recognition that they

need to improve performance service standards in this area.

The upcoming reform of the income tax basis period rules, and its impact on members' clients continues to be an area of concern for members. Technical officer Emma Rawson presented a webinar for the Leeds Branch on this topic which proved very popular, with over 700 people signing up. The webinar highlighted how little general understanding there is around these reforms, and that greater public education is needed. The ATT has recently joined an HMRC stakeholder group which is intended to look at how these ideas can be best explained, in particular to smaller businesses and the unrepresented taxpayers.

In response to ongoing concerns about the taxation of cryptoassets, the ATT, CIOT and LITRG have formed a joint discussion group, with TSG member Hayley Perkin as Vice Chair. On 4 October, Helen Thornley presented a talk entitled 'Cryptoasset Taxation for Beginners'. Nearly 1,000 people signed up for this talk, which shows the demand from members for tax education in this emerging area.

The ATT was instrumental in forming a new Natural Capital Working Group to look at emerging tax issues for carbon credits generated under schemes such as the Woodland and Peatland Carbon Codes. The group has met a number of times during the year and has now started to meet with HMRC.

During 2022, TSG responded to eight formal consultations and engaged with HMRC both in standing group meetings and informally on several issues. The ATT is represented and continues to play an active part on over 35 different HMRC groups informing decision-making and representing our members' views.

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Written evidence was submitted to the House of Lords Economic Affairs Committee's Finance Bill Sub-Committee as part of their enquiry into measures in the Draft Finance Bill 2022-23 relating to Research and Development (R&D) tax reliefs, with technical officer Emma Rawson also giving oral evidence on the awareness and accessibility of R&D tax reliefs, as well as potential abuse of the reliefs and the proposal for pre-notification of claims.

The ATT met the Office of Tax Simplification (OTS) during 2022 in connection with their calls for evidence on how the taxation of Property Income could be simplified and for input into the OTS' hybrid and distance working report on the challenges and complexities that have arisen for employers and employees following the changes in working practices in the wake of the pandemic.

The submissions and engagements are a key part of ATT's work towards developing a simple and accessible tax system for all taxpayers, whether represented or not. We were therefore disappointed in the decision to close the OTS at the end of 2022.

Promoting education in tax remains a key focus. Members of the technical team contributed to the Association's Annual Tax Conferences, which were held fully online for the third year in a row. These events, which combined pre-recorded and live interactive sessions, were attended by over 250 delegates and received very positive feedback. Members of the technical team were also actively involved in three live events as part of the joint AAT-ATT Sharpen Your Tax Skills series led by new presenter, Rebecca Benneyworth, a leading tax expert. The online training sessions gave a comprehensive overview of recent regulation change, were delivered using practical scenarios and case studies, and were attended by over 400 delegates.

Together with CIOT and LITRG, the ATT responded to the call for evidence by the All-Party Parliamentary Group on Financial Education for Young People stressing that gaining an understanding that citizens have tax obligations was a key part of financial education.

In 2022 the technical officers presented a number of online talks and webinars. These included technical updates for the ATT/CIOT branch network covering areas such as basis period reform, MTD and the Trust Registration Service. Technical officer Emma Rawson presented on a joint ATT and Chartered Institute of Payroll Professionals (CIPP) webinar looking at the latest developments in employment law and taxes. This webinar proved to be very popular, with 845 CIPP and ATT members signing up.

Two webinars specifically for ATT Fellows were held in 2022. At each of these events, one of the technical officers gave a short presentation, and all three technical officers then hosted discussion rooms for those attending. In total nearly 200 ATT Fellows attended these events.

In addition to their regular items in *Tax Adviser*, the technical team continues to contribute regularly to *Accountancy Age*, *AccountingWEB* and *Taxation Magazine*. Topical news items are frequently added to the ATT website, with over 70 items published in 2022. The ATT's 'how to' guides on the UK Property Reporting Service and the Trust Registration Service are regularly updated, with changes flagged on social media.

The profile of our technical officers continues to increase, with technical officers Emma Rawson and Helen Thornley appearing on national and local radio several times during 2022 to discuss areas such as the cost of living

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crisis, announcements at the Spring Budget and Autumn Statement, Making Tax Digital and the new penalty and interest regime. Helen also appeared on BBC Radio 4's MoneyBox Live. Emma and Helen also made their TV debuts this year on the BBC to discuss tax technical issues. Emma has appeared twice on the BBC News, while Helen appeared on BBC South.

The team produced 26 press releases on technical topics during 2022, many of which were relevant to the wider public as well as tax professionals. These were reported extensively in tax, accountancy, and in-house publications. Through both press releases and direct engagement with journalists, the ATT was quoted several times in mainstream media including the *Financial Times*, *Sunday Times*, *The Times*, and *The Daily Express*. The ATT was also quoted in a number of trade publications including *Print Week*, *Coach and Bus Week*, *Veterinary Practice*, and *Company Secretary's Review* with articles looking at risks of incorporation, capital allowance claims and the benefits of electric cars.

The technical team issues a monthly *ATT Technical Round-up* email to ATT Council members TSG members and contributors. The aim of these monthly emails is to provide a short insight into the work of TSG and the technical team in the past month and highlight any areas where additional input would be particularly welcome. A version of this email is also circulated to ATT Fellows each month.

Ten editions of *Employer Focus* were published in the year. Articles highlight tax and employment law developments relevant to employers. During the year these have included tax benefits of electric cars, homeworking reliefs, the use of exclusivity clauses and mental health at work.

The TSG has had another productive and successful year, and this is expected to continue into 2023, when the group's focus will continue to be on shaping MTD for ITSA, participation in the newly created ITSA penalty forum and informing discussions around raising the standards in the tax advice market.

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TREASURER'S REPORT

Katharine Lindley reports

Overview

I am pleased to present my first annual report as the Association's Honorary Treasurer and Chair of the Finance Steering Group. Throughout the year, the Association has continued to focus on delivering its core activities of advancing public education in, and promoting the study of, the administration and practice of taxation and providing support to our members. This has meant continuing to deliver our examinations online and our other activities on a hybrid basis. Our prudent approach to your Association's finances and providing good value for money remains central to our financial strategy.

Results for the Year

The operating gain for the year before investment valuation movements was £858,000 (2021: £957,000). The funds of the charity at the end of 2022 amounted to £4,471,000 (2021: £3,858,000).

Whilst the result for 2022 was a strong operating surplus, we note that the Association has incurred two years of operating deficits in the last five years. The Trustees take a long-term view and welcome the surpluses as an opportunity to build the Association's reserves and its resilience in the face of future uncertainty.

Income

The income for the year was £3,393,000 (2021: £3,443,000).

Income from examinations and student registrations decreased in 2022 compared to 2021. However, 2021 was itself a stronger year following the hiatus caused by the pandemic in 2020. Investment income and bank interest increased during the year as a result of higher interest rates, and membership income also increased in the year.

With regard to membership subscriptions and fees, it remains our policy to keep any increases to the minimum necessary to achieve the Association's budgetary objectives. Membership subscription fees were held at 2021 rates in 2022, however, as a result of the inflationary pressures in the economy it was decided by the Trustees that there would be an increase in membership subscription rates for 2023.

Expenditure

Expenditure for the year amounted to £2,535,000 (2021: £2,486,000).

The delivery of our examinations by online means remains in place but there was a partial return to face-to-face meetings and events in the year, resulting in increased conference and event costs, and travel and meeting expenses. Staff costs increased in the year in response to the inflationary background and the need to retain our staff. There were decreases in expenditure on member services, education and examinations costs and administrative expenses. The overall increase in expenditure in the year was £49,000 or 1.9% compared to 2021.

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The Association shares staff and other administrative services with the CIOT which enables both organisations to benefit from economies of scale and efficiencies.

The expenditure of the Association is in furtherance of its charitable objectives and in addition to delivering examination and Continuing Professional Development (CPD) programmes, grants of £26,300 (2021: £20,000) were made in the year to charities that are aligned to our objectives.

We continue to provide our members with supportive educational resources including Tolley's Tax Guide, Whillans's Tax Tables, mouse mats, Tax Adviser, and an Annotated Copy of the Finance Act.

Taxation Disciplinary Board

The professional delivery of taxation-related services requires an effective and independent disciplinary scheme to maintain the confidence of HM Government, HMRC, the business sector and the public, in our Association. The Taxation Disciplinary Board (TDB) administers the Taxation Disciplinary Scheme for both the ATT and the CIOT. Expenditure of £54,000 was incurred in 2022 (2021: £54,000) as the Association's contribution to the TDB's costs, and this comprises part of Member Services' expenditure in the financial statements.

The Association maintains a designated fund to be called upon should the TDB be facing unusually complex and costly cases.

Reserves

Reserves are held to provide the Association with the financial security to meet its obligations and liabilities, but also to enable investment in new initiatives in the furtherance of its charitable objectives.

During the year, Council reviewed the designated funds and maintained the property fund at £300,000; the disciplinary procedures fund at £150,000; the technology fund at £250,000 and the education fund at £200,000. Total designated funds remain at £900,000.

The Reserves Policy set by Council requires the level of general reserves to be equivalent to a minimum of nine months' budgeted costs. General reserves at the end of 2022 amounted to £3,571,000 (2021: £2,958,000) which was equivalent to 15 months. Total Unrestricted Reserves at the end of 2022 were £4,471,000 (2021: £3,858,000). The surplus in actual reserves compared to the targeted level is £1,355,000 and is a result of the net income reported for the year and brought-forward reserves from 2021. Many of the cost-cutting measures implemented during the pandemic were still in place during the year, but costs are returning to more historically normal levels, and income is expected to fall over the next few years as student numbers are likely to decline. This in turn will impact on future membership numbers.

The Association keeps its activities and expenditure under regular review, and any necessary action will be taken to ensure operational efficiency and value for money. The Trustees are confident that this approach will continue to provide sustainable finances in support of its charitable aims over the medium to long term.

Going concern

The financial statements are prepared on a going concern basis as the Trustees are satisfied there is reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future.

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TREASURER'S REPORT

Details of the Association's reserves are shown in the Report of Council.

Investments

The Association's longer-term investment portfolio was valued at £2,048,000 as at 31 December 2022 (2021: £1,570,000). During the year an additional £700,000 was transferred into the portfolio. Investment income arising from the portfolio is reinvested. The Finance Steering Group meets regularly with our investment managers, Investec, and we keep our investment strategy under review annually.

Thank you

I would like to record my thanks to the members of the Finance Steering Group who served during the year, as well as our Finance Team at Head Office for all their support.

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ASSOCIATION GOVERNANCE

Jane Ashton reports

Compliance statement

The Association operates within the terms of its Articles of Association and its management is under the control of the Council of the Association. The Association is committed to business integrity and high ethical values in all its activities and the Council has overall responsibility for the Association's internal controls. The Council has considered the guidance published by the Charity Commission and concluded that the Charity's core activity satisfactorily addresses the principles of identifiable public benefit and demonstrates that the charity has fulfilled the public benefit requirement under Section 17 of the Charities Act 2011.

Council

As at 31 December 2022 the Council comprised 17 Trustees. They provide a wide range of skills and experience. The majority are tax practitioners working in the accountancy and legal professions. They fulfil both executive and non-executive roles such that no individual or small group of individuals can dominate Council decisions. The roles of the President, Deputy President and Vice President are separate and clearly defined. The Council considers that its non-Council committee members are independent.

The Association operates an independent process for recruiting Trustees. A nominations Committee reviews all applications and an interview panel comprising the Lay Public Interest Council Observer and two further

members of the committee interview selected candidates.

The Council met five times during the year to deal with Trustee business, review financial performance, strategy and risk at which there were formal agendas of matters specifically reserved to it for decision. Council papers, including an agenda, Council and committee minutes and briefing papers, are sent to Council members in advance of each meeting. Council members achieved an overall attendance rate of 93% (2021: 88%) at Council meetings. Council and committee members are required to make declarations of interest in any matter arising at meetings whenever appropriate. A Register of Council and Committee Members' Interests is kept. Members of Council have access to the advice and services of Association staff and may take independent professional advice at the expense of the Association. There are a number of standing committees of Council to which implementation of the Association's strategy has been delegated. Standing committees adopt the same approach to the preparation and distribution of papers for meetings. Membership of the committees as of 31 December 2022 is set out on pages 43-44.

Election to Council

Election of up to 24 members of Council is by the Members of the Association at the Annual General Meeting. The Chartered Institute of Taxation is entitled to nominate one member of Council. Currently this is the CIOT's Vice President. Council is responsible for the election of the Honorary Officers.

New Council members, who must also be Members of the Association, are selected for what they can contribute to the Association and they must sign a declaration that they are not disqualified from acting as a Trustee as detailed in Section 178 of the Charities Act

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ASSOCIATION GOVERNANCE

2011. They are also required to confirm that there is no matter which they should bring to the attention of the Association which might bring the Association into disrepute. In addition, a background check is conducted by an independent company. There is a Trustee (Council member) Code of Conduct which they agree to adhere to. Trustee training is provided each year for new and existing Trustees and a Trustees' Handbook has been issued to all Trustees.

Leadership Team

In addition to the usual six meetings per year Leadership Team met every two weeks throughout the year to consider budgets and other matters.

Audit & Risk Committee

The Audit & Risk Committee, a joint Committee of the Association and the Chartered Institute of Taxation, has a formal constitution and a separate budget. Its members are appointed by the Councils of the Association and the Institute and comprise a serving member of each Council, a nominee from each of the Association and the Institute and two other independent members. The Chief Executive attends all meetings. Members of the Committee receive no remuneration for their services although travel expenses are reimbursed, operate independently from the Council, have both accountancy and taxation qualifications and recent and relevant experience. The Committee acts as a catalyst in relation to matters that affect the Association's financial

controls, reporting requirements and risk management and is authorised to seek any information it requires from members of the Council, the external auditor and the staff. In this role it reviews:

- financial control policies and their practical implementation;
- the changes in the external environment and the procedures used to respond to them; and
- the management of any prospective risk.

It has a specific responsibility for making a recommendation to Council on the appointment and removal of the external auditor. The committee met three times during the year and requests and receives reports from management and from the external auditor on the audit. It considers annually a wide range of audit-related subjects and reports directly to the Council and comments on perceived weaknesses. No major weaknesses in internal control systems have been identified.

Council member remuneration

Council members receive no remuneration for their services as Trustees although their expenses incurred on Association business are reimbursed. There is provision in Article 6 of the Articles of Association for up to six members of the Council or former members who have served on Council in the last three years to receive remuneration for their services as a lecturer or examiner. During 2022 no members of Council were paid for their services as a lecturer at the annual tax conferences or the joint conferences with the Association of Accounting Technicians (2021: one).

Internal controls

The respective responsibilities of the Council and auditor in connection with the financial statements are explained on pages 46-49. The Council's statement on going concern is set

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out below. There were no non-audit services provided by the auditor during the year.

The Council is responsible for the Association's system of internal control and for taking such steps as are reasonably open to it to safeguard the assets of the Association and to prevent and detect fraud and other irregularities. The guidance refers to internal controls in the widest sense, including financial, operational and compliance controls and risk management.

Responsibility for managing the business of the Association rests, ultimately, with Council. However, management of the day-to-day activity is delegated to the Chief Executive and the Officers. Certain powers of the Council are delegated to committees and to the Chief Executive who are also entrusted with carrying out appropriate aspects of the Association's strategy. An annual letter of assurance is signed by Association Executives with responsibility for the preparation of financial statements and the adequacy of internal financial compliance and non-financial controls.

Key financial and operational measures are reported on a quarterly basis and are measured against both budget and interim forecasts that have been approved and reviewed by the Council. The Council has established a clear organisational structure with defined authority levels.

The Council acknowledges that it is responsible for the Association's system of internal control and for reviewing its effectiveness. As with all such systems, internal control is designed to manage, rather than eliminate, the risk of failure to achieve strategic objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

The Council reviews the effectiveness of the Association's system of internal controls on a regular basis by monitoring the reports from the Audit & Risk Committee and other committees.

The Council keeps under review the need for an internal audit function at the Association. The Council's current view, supported by the Audit & Risk Committee, is that a separate function is not required, given the size and nature of the Association, the close management supervision exercised, and the attention paid to the adequacy of financial and operational controls.

Fundraising

The Association does not raise funds for itself through asking for public donations in any form.

Risk management

Council has delegated responsibility for the maintenance of the Association's Risk Register to the Leadership Team. The Register has the objective of increasing stakeholders' confidence in the integrity of the Association, strengthening the ongoing process of risk assessment of uncertainty throughout the Association, and providing a valuable management tool or framework for mitigating risks which might otherwise prevent the Association from achieving its charitable objectives.

We have identified the following as our principal risks:

- Qualification fails to meet the requirements of employers and students – the examination syllabus is reviewed annually and our Employer

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ASSOCIATION GOVERNANCE

Engagement programme ensures that the qualification remains attractive and relevant.

- Our public voice is ignored – we have strengthened our Technical Team and regularly meet with HMRC and HMT. We contribute to consultations on the development of the UK tax system to ensure that, for the general public, it is workable and as fair as possible.
- Significant loss of income, particularly from members – we survey members and the employers of our members on a regular basis to ensure that we are providing the services they want.
- IT system development – the costs associated with moving into a digital world are constantly monitored and controlled.

- The introduction of the Office for Professional Body Anti-Money Laundering (OPBAS) increases our costs disproportionately – we are in contact with the Financial Conduct Authority to influence as far as we can that costs imposed on us are fair and proportionate to our size.

The development and maintenance of the Association's Risk Register is a continuing process of refinement and integration into the management process.

Going concern

The Council has reviewed the Association's budget for 2023 and beyond and the timing of expenditure relating to its strategy and is satisfied that it is appropriate to prepare the financial statements on the going concern basis.

Jane Ashton
Chief Executive

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COMMITTEES OF COUNCIL

Leadership Team

David Bradshaw (*Chair*)
Jeremy Coker

Simon Groom
Katharine Lindley

Senga Prior
Richard Todd

Examination Steering Group

Graham Batty (*Chair*)
Angela Cairns*
Tracy Easman

Jackie Hall
Vicky Hulse*
Barry Jefferd

Natalie Miller*
Henry Smith-Langridge

Finance Steering Group

Katharine Lindley (*Chair*)
Emma Bairstow-Ellis*
David Bradshaw

Jeremy Coker
Richard Freeman

Simon Groom
Stuart McKinnon*

Member and Business Development Steering Group

Georgiana Head (*Chair*)
Nic Byrne*
Richard Freeman
Sarah Hewson*
Murat Kurt*

Banin Oozeerally
Hayley Perkin
Petya Petrova*
Amanpreet Purewall*

Puregrace Rydzewski*
Juan Carlos Venegas*
Abbie West-Kelsey*
Rana Zubair*

Technical Steering Group

Senga Prior (*Chair*)
Delyth Barnett*
Trevor Blackmur*
Adela Cebotari*
Jeremy Coker

Ann Elmer*
Matthew Herring*
Abigail Holland*
Yvette Nunn*

Hayley Perkin
Michael Steed*
Jon Stride
Sofia Thomas*

VAT Sub-Group

Julia Garbutt* (*Chair*)
Ross Bond*
Harris Bone*
Nancy Cruickshanks*

Glyn Edwards*
Becky Hayes*
Matthew Herring*
Jamie Jarrett*

Christopher Lewis*
Hugh Mitchell*
Michael Steed*
Stephen Taylor*

Audit and Risk Committee (joint with the Institute)

Laura Kaye Tomlinson* (*Chair*)

Graham Batty

Ralph Pettengell*

Climate Change Working Group (joint with the Institute)

Jason Collins (*Chair*)

Senga Prior

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COMMITTEES OF COUNCIL

Equality, Diversity and Inclusion Committee (joint with the Institute)

Olayinka Iwu* (<i>Chair</i>)	Jeremy Coker	Reshma Johar*
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Joint Digitalisation and Agent Services Committee (joint with the Institute)

Tina Riches* (<i>Chair</i>)	Andrew Cornett*	Yvette Nunn*
Trevor Blackmur*	Sarah Ferries*	James Tweedy*

Joint Officers and Senior Staff Forum (joint with the Institute)

Chair alternates between Presidents

David Bradshaw	Simon Groom	Senga Prior
Jeremy Coker	Katharine Lindley	Richard Todd

Policy Review Group (joint with the Institute)

CIOT CEO (<i>Chair</i>)	Jane Ashton	Graham Batty
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Professional Standards Committee (joint with the Institute)

Tracy Easman (<i>Vice Chair</i>)	Banin Oozeerally	Richard Todd
Lucy Lloyd*	David Stedman*	Juan Carlos Venegas*
Colin Lothian*	Anthony Thomas*	

Tax Adviser Committee (joint with the Institute)

Georgiana Head	Yvette Nunn*	Toyin Oyeneyin
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Representation on committees of the Institute

Officers' Group

David Bradshaw

Examination Committee

Graham Batty

Technical Policy and Oversight Committee

Senga Prior

Education Committee

Graham Batty

Finance and Operations Committee

Katharine Lindley

*indicates co-opted member

For all Joint Committees, only ATT members are listed

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STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Directors are responsible for preparing the Annual 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 in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 of the charity and of the income and expenditure of the charity for that period.

In preparing these Financial Statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Directors. The Directors' responsibility also extends to the on-going integrity of the financial statements contained therein.

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INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of The Association of Taxation Technicians (the 'charitable company') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 charitable 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 trustees' use of the going concern basis of accounting in the preparation of the accounts 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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 otherwise appears to be materially misstated. If we identify such material inconsistencies or

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INDEPENDENT AUDITOR'S REPORT

apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared are consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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 accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirements to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the directors' responsibilities statement in the directors' annual report, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable 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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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INDEPENDENT AUDITOR'S REPORT

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities including fraud, is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the company through discussions with management, and from our commercial knowledge and experience of this sector;
- we focused on specific laws and regulations which we considered may

have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006;

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's accounts to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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INDEPENDENT AUDITOR'S REPORT

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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.

Use of our report

This report is made solely to the charitable 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 charitable 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Allan Hickie (Senior Statutory Auditor)
For and on behalf of
UHY Kent LLP, Statutory Auditor
Thames House
Roman Square
Sittingbourne
Kent
ME10 4BJ

ANNUAL REPORT 2022

FINANCIAL STATEMENTS

Statement of Financial Activities (including income and expenditure account) for year ended 31 December 2022

	Note	Unrestricted Funds 2022 £'000	Unrestricted Funds 2021 £'000
Income:			
Donations and legacies	3a	0	10
Charitable activities	3b	3,323	3,398
Investment income	3c	70	35
Total income		3,393	3,443
Expenditure:			
Cost of raising funds	3d	13	15
Expenditure on charitable activities	3d	2,522	2,471
Total expenditure		2,535	2,486
Operating gain		858	957
Net (losses)/gains on investments	6	(245)	158
Net income	4	613	1,115
Net movement in funds		613	1,115
Reconciliation of funds:			
Total funds brought forward at 1 January	12	3,858	2,743
Total funds carried forward at 31 December	12	4,471	3,858

The above results are derived from continuing activities and all gains and losses recognised in the year are included above. The notes on pages 54-66 form part of these financial statements.

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FINANCIAL STATEMENTS

Registered Company Number 02418331

Balance Sheet as at 31 December 2022

	Note	2022 £'000	2021 £'000
Fixed Assets:			
Tangible Fixed Assets	5	0	0
Intangible Fixed Assets	5	83	2
Investments	6	2,048	1,570
Total Fixed Assets		2,131	1,572
Current Assets:			
Debtors	7	906	377
Cash at bank and in hand	8	2,580	3,319
Total Current Assets		3,486	3,696
Liabilities:			
Creditors falling due within one year	9	(918)	(1,178)
Net Current Assets		2,568	2,518
Total assets less current liabilities		4,699	4,090
Creditors falling due after more than one year	10	(228)	(232)
Net Assets		4,471	3,858
Funds of the charity:			
Restricted		0	0
Unrestricted	12	4,471	3,858
Total funds		4,471	3,858

Approved and authorised for issue by the Council on 27 April 2023 and signed on its behalf by:



David Bradshaw, *President*

*The notes on pages 54-66 form part of these financial statements

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Cash flow statement for the year ended 31 December 2022

	Note	2022 £'000	2021 £'000
Net cash (used in)/provided by operating activities	Table A	(3)	446
Cash flows from investing activities:			
Dividends and interest from investments		70	35
Purchase of fixed assets		(83)	0
Purchase of investments		(1,808)	(160)
Proceeds from sale of investments		1,085	170
Net cash (used in)/provided by investment activities		(736)	45
(Decrease)/increase in cash and cash equivalents in year		(739)	491
Cash and cash equivalents at 1 January		3,319	2,828
Cash and cash equivalents at 31 December	Table B	2,580	3,319

Table A

	2022 £'000	2021 £'000
Reconciliation of net income/expenditure to cash flow from operating activities		
Net income as per the SOFA	613	1,115
Adjustments for:		
Depreciation and amortisation	2	2
Dividend interest and investment	(70)	(35)
(Gains)/loss on investments	245	(158)
(Increase)/decrease in debtors	(529)	(265)
(Decrease)/increase in creditors	(264)	(213)
Net cash (used in)/provided by operating activities	(3)	446

Table B

	2022 £'000	2021 £'000
Analysis of cash and cash equivalents:		
Cash in hand	6	(88)
Notice deposits (less than 3 months)	2,574	3,407
Total cash and cash equivalents	2,580	3,319

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Table C

Analysis of changes in net debt

	At 1 January 2022 £'000	Cash flows £'000	At 31 December 2022 £'000
Cash	3,319	(739)	2,580
Total	3,319	(739)	2,580

*The notes on pages 54-66 form part of these financial statements

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NOTES TO FINANCIAL STATEMENTS

1. General Information

The Association of Taxation Technicians ("ATT" / "the Association") is a company limited by guarantee (registered company number: 2418331) and registered as a charity with the Charity Commission (registered charity, England and Wales, 803480). The ATT's registered office is 30 Monck Street, London, SW1P 2AP.

The principal activities of the Association are as a professional membership and awarding body for Taxation Technicians and promoting and enforcing standards of professional conduct.

2. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation of accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) (second edition – October 2019), "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)", the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (January 2022) and the Companies Act 2006.

The financial statements for the year to 31 December 2022 are presented in Sterling and rounded to the nearest thousand pounds. Assets and liabilities are initially recognised at historic cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Association of Taxation Technicians meets the definition of a public benefit entity under FRS102.

The Chartered Institute of Taxation (registered charity number: 1037771) of 30 Monck Street, London SW1P 2AP is a connected charity but it is not subordinate to the Association and therefore consolidated financial statements have not been prepared. Further information on the relationship can be found in note 15.

Accounting estimates and judgements

Preparation of the financial statements requires the trustees and management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purpose of determining the annual depreciation charge;
- Estimating the useful economic life of intangible fixed assets for the purpose of determining the annual amortisation charge;
- Allocation of support costs across charitable activities; and
- Estimating the recoverability of debtors for the purposes of determining the bad debt provision.

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NOTES TO FINANCIAL STATEMENTS

Going concern

As detailed in the Council Members' responsibilities statement, the accounts are prepared on a going concern basis unless it is inappropriate to presume that the Association will continue in operation. The Association's Council Members have approved the Association's budgets and forecasts for 2023-24 and conclude that the Association has adequate resources to continue in operational existence for at least twelve months from the date of approval of these accounts, and accordingly continue to prepare the accounts on a going concern basis.

Income recognition

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met and it is probable that the income will be received, and the income can be reliably measured.

Student registration fees are not refundable and are credited to income over the period of registration with 40% recognised in the first year and 15% each subsequent year. For Tax Pathway students, the registration fees are credited to income over the period of registration with 50% recognised in the first year and 12.5% in each subsequent year.

Subscriptions, sponsorship, examination fees and registration income are credited to income over the period to which they relate with that portion relating to subsequent years included in creditors. The date to which examination fees relate is deemed to be the date of the examination. Investment income from the Association's portfolio of investments is credited on an earnings basis each year.

Income from donations and legacies includes grants of a general nature provided by government and charitable foundations which are not conditional on delivering certain levels or volumes of a service.

Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises investment management costs.

Expenditure on charitable activities includes, but is not limited to, the cost of member services, student services, education, governance, and grants.

Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged at a cost against the activity for which the expenditure was incurred.

Donated services and facilities

In accordance with Charities SORP (FRS102) the contribution of unpaid volunteers is not recognised as income in the financial statements given the absence of a reliable measurement basis. Association members and students are encouraged to become involved in the Association's activities and there are volunteers on Council, Committees, Sub-Committees, Branches and Working Parties. The Association is

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NOTES TO FINANCIAL STATEMENTS

grateful, not only for their generous input, but also to their firms who may ultimately bear the financial cost

Donated services are recognised on receipt or supply on the basis of the value, donation, or contribution which is the amount that the Association would be willing to pay or charge to obtain or supply facilities and services on the open market. Corresponding amounts are recognised as income and expenditure in the period.

Allocation of support costs

Support costs are central administration costs that assist the work of the charity but are not directly allocated to charitable activities. These costs are allocated across the categories of charitable expenditure and governance costs.

The basis of allocation is given in note 3d to the financial statements. Governance costs, now included as a part of support costs rather than as a separate category, include those incurred in the governance of the charity and are primarily associated with organisational administration, and constitutional and statutory requirements.

Fixed asset investments

Investments have been valued at fair value at 31 December 2022. The fair value of investments quoted on a recognised stock exchange is the quoted bid price. Account is therefore taken of both realised and unrealised gains in the Statement of Financial Activities.

Intangible and tangible fixed assets and depreciation and amortisation

All single purchases of less than £1,000 (incl. VAT) are written off in full to the Statement of Financial Activities in the year of purchase unless forming part of a bulk purchase where the total is £1,000 (incl. VAT) or more, which is capitalised.

Depreciation and amortisation are calculated to write off the cost of fixed assets over their estimated useful lives on a straight-line basis as follows:

Office equipment 25%

Intangible assets relating to digitalisation of the ATT (Association of Taxation Technicians) coat of arms 20%

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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NOTES TO FINANCIAL STATEMENTS

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments and are not considered to be of a financing nature. Such financial instruments, except for investments classified at fair value through profit or loss, are initially recognised at the transaction value and subsequently measured at their settlement value.

Pension costs

Members of staff are eligible to join the Association's defined contribution retirement benefits scheme. The scheme provides individual pension plans which are managed by independent pension providers. The amounts charged to the statement of financial activities in respect of pension costs is the actual contribution payable in the year as part of the shared cost agreement.

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into Sterling at the rates ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate set at the date of the transaction. All differences are taken to the Statement of Financial Activities.

Taxation

The Association meets the definition of a charity in Schedule 6 Finance Act 2010 and accordingly is entitled to exemptions set out in Part 11 Corporation Tax Act 2010 and section 256 Taxation of Chargeable Gains Act 1992 to the extent that its income and gains are applied for charitable purposes.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

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NOTES TO FINANCIAL STATEMENTS

3. Analysis of income and expenditure

3a. Donations and legacies

	2022	2021
	£'000	£'000
Grants	0	10

3b. Income from charitable activities

	2022	2021
	£'000	£'000
Membership subscriptions	1,666	1,656
Entrance fees	45	61
Student registrations	402	365
Examination fees	793	919
Conference and event fees	73	68
Anti-Money Laundering fees	197	177
Sale of books and journal	147	151
Other income	0	0
	3,323	3,398

3c. Income from investments

	2022	2021
	£'000	£'000
Dividend income	35	33
Deposit account interest	35	2
	70	35

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NOTES TO FINANCIAL STATEMENTS

3d. Breakdown of expenditure

	Activities undertaken directly £'000	Support Costs £'000	Grant Funding of activities £'000	Total 2022 £'000
Charitable activities				
Member Services	460	888	26	1,374
Student Services	368	712	0	1,080
Promotion	23	45	0	68
	851	1,645	26	2,522
Raising funds				
Investment management costs	13	0	0	13
2022	864	1,645	26	2,535
	Activities undertaken directly £'000	Support Costs £'000	Grant Funding of activities £'000	Total 2021 £'000
Charitable activities				
Member Services	485	759	20	1,264
Student Services	452	708	0	1,160
Promotion	18	29	0	47
	955	1,496	20	2,471
Raising funds				
Investment management costs	15	0	0	15
2021	970	1,496	20	2,486

Support costs (including governance costs) are central administration costs allocated to each activity on the same proportional basis as expenditure incurred directly and are analysed as follows:

	2022 £'000	2021 £'000
Support costs comprising:		
Staff costs	1,040	921
Operating costs	169	202
Property	264	240
Governance costs comprising:		
Audit fee	12	17
Legal and professional fees	30	2
Council meetings (inc. Council members' expenses)	25	4
Property	22	21
Staff costs	83	89
	1,645	1,496

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NOTES TO FINANCIAL STATEMENTS

Grants payable in respect of charitable activities

	2022 £'000	2021 £'000
Grants payable to tax and other charities to help meet the core operating cost of providing free tax advice to persons who cannot afford to pay for professional help or training and to promote public understanding of tax matters		
Tax Advisers' Benevolent Fund (registered Charity no: 1049658)	3	0
Tax Aid (registered Charity no: 10622852)	10	10
Tax Volunteers (registered Charity no: 1102276)	13	10
	26	20

4. Net income/(expenditure) for the year

	2022 £'000	2021 £'000
This is stated after charging:		
Fair value losses/(gains) on investments	245	(158)
Auditor's Remuneration – statutory audit	12	17
Amortisation and depreciation	2	2

5. Fixed assets

	Office Equipment	Total Tangible Fixed Assets £'000	Intangible Fixed Assets £'000	Total Fixed Assets £'000
Cost at 1 January 2022	1	1	7	8
Additions	0	0	83	83
Cost at 31 December 2022	1	1	90	91
Depreciation at 1 January 2022	1	1	5	6
Charges for the year	0	0	2	2
Depreciation at 31 December 2022	1	1	7	8
Net book value at 31 December 2022	0	0	83	83
Net book value at 31 December 2021	0	0	2	2

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6. Fixed asset investments

	2022 £'000	2021 £'000
Fair value at 1 January 2022	1,570	1,422
Disposal Proceeds	(1,085)	(170)
Acquisitions	1,808	160
Unrealised (loss)/gain on investment assets	(217)	165
Realised (loss) on sale of investments	(28)	(7)
Fair Value at 31 December 2022	2,048	1,570
Historical cost	1,968	1,173
Listed Investments held at 31 December comprised the following:		
Fixed interest	206	108
Listed UK equities	496	691
Listed International equities	1,123	617
Other Assets	223	154
	2,048	1,570

7. Debtors

	2022 £'000	2021 £'000
Trade debtors	295	98
Other debtors	12	(6)
Prepayments	179	152
Accrued income	144	133
The Chartered Institute of Taxation	262	0
Other Taxes	14	0
	906	377

8. Cash at bank and in hand

	2022 £'000	2021 £'000
Cash at bank	6	(88)
Cash on short term deposit	2,574	3,407
	2,580	3,319

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NOTES TO FINANCIAL STATEMENTS

9a. Creditors: amounts falling due within one year

	2022 £'000	2021 £'000
Trade creditors	283	151
Accruals	131	137
The Chartered Institute of Taxation	0	380
Other taxes	0	1
Deferred Income (note 9b)	504	509
	918	1,178

Deferred income includes subscriptions, examination fees and conference fees paid in 2022 but relating to future events.

9b. Deferred income

	2022 £'000	2021 £'000
Student Registration Fees		
Amount brought forward	376	367
Fees received in year	148	251
Fees released to income in year	(147)	(242)
Amount carried forward	377	376
Subscription and other fees	353	363
Total Deferred Income	730	739
Representing:		
Within one year (note 9a)	504	509
After one year (note 10)	226	230
	730	739

10. Creditors: amounts falling due after one year

	2022 £'000	2021 £'000
Student Registration Fees (note 9b)	226	230
Taxation Disciplinary Board	2	2
Total	228	232

11. Financial instruments

	2022 £'000	2021 £'000
Financial Assets:		
Instruments measured at fair value through profit and loss	2,048	1,570
	2,048	1,570

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NOTES TO FINANCIAL STATEMENTS

Financial assets measured at fair value through profit or loss comprise listed investments.

All investments are carried at their fair value. Investments in bonds, equities, property and alternative investments are all traded in quoted public markets, primarily the London Stock Exchange. The basis of fair value for quoted investments is equivalent to the market value, using bid price. Asset sales and purchases are recognised at the date of trade at cost (i.e. their transaction value).

The significance of financial instruments to the ongoing financial sustainability of the Association is considered in the financial review and investment policy and performance sections of Council's report.

The main risk to the Association from financial instruments lies in the combination of uncertain investment markets and volatility in yield. The Association manages these investment risks by retaining expert advisers and operating an investment policy that provides for a high degree of diversification of holdings within investment asset classes that are quoted on recognised stock exchanges. The Association does not make use of derivatives and similar complex financial instruments as it takes the view that investments are held for their longer-term total return.

12. Income funds: unrestricted

	At 01.01.22	Income	Expenditure	Gains(losses)	Transfer	At 31.12.22
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted						
General funds	2,958	3,393	(2,535)	(245)	0	3,571
Designated						
Property	300	0	0	0	0	300
Disciplinary procedures	150	0	0	0	0	150
Technology	250	0	0	0	0	250
Education	200	0	0	0	0	200
	3,858	3,393	(2,535)	(245)	0	4,471

	At 01.01.21	Income	Expenditure	Gains(losses)	Transfer	At 31.12.21
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted						
General funds	2,342	3,443	(2,486)	158	(499)	2,958
Designated						
Property	176	0	0	0	124	300
Disciplinary procedures	150	0	0	0	0	150
Technology	75	0	0	0	175	250
Education	0	0	0	0	200	200
	2,743	3,443	(2,486)	158	0	3,858

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds comprise funds that have been set aside by the trustees for a particular purpose. The

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property fund will be held until December 2028, the end of the lease on the Monck Street premises. The disciplinary fund will be used and added to over time for the purpose of the Taxation Disciplinary Board. The technology fund will be used for significant investment in technology as determined by the trustees, as will the education fund.

13. Analysis of net assets between funds

	2022 Unrestricted Fund £'000	2022 Designated Fund £'000	2022 Total £'000
Tangible Fixed Assets	0	0	0
Intangible Fixed Assets	83	0	83
Investments	2,048	0	2,048
Cash on short-term deposit and at bank	1,680	900	2,580
Other net current (liabilities)	(12)	0	(12)
Creditors falling due after more than one year	(228)	0	(228)
	3,571	900	4,471

	2021 Unrestricted Fund £'000	2021 Designated Fund £'000	2021 Total £'000
Tangible Fixed Assets	0	0	0
Intangible Fixed Assets	2	0	2
Investments	1,570	0	1,570
Cash on short-term deposit and at bank	2,419	900	3,319
Other net current (liabilities)	(801)	0	(801)
Creditors falling due after more than one year	(232)	0	(232)
	2,958	900	3,858

The total unrealised gains at 31 December 2022 constitute movements on revaluation and are as follows:

	2022 £'000	2021 £'000
Unrealised gains included above:		
On investments	1,563	318
Total unrealised gains at 31 December	1,563	318
Financial Liabilities		
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 January	318	300
Add/(less) in respect of disposals in year	1,462	(147)
	1,780	153
(Less)/add (losses)/gains arising on revaluations in year	(217)	165
Total unrealised gains at 31 December	1,563	318

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14. Personnel

The Association has maintained liability insurance throughout the year to pay on behalf of the Association or its Council, committee members and staff, any claims for wrongful acts arising out of the conduct of the Association's business or committed in their capacity as officers. The insurance premium paid by the Association covering both claims against the Association and the Trustees personally amounts to £15,914 (2021: £16,481).

There was an outstanding pension contribution at the year-end of £60,472 (2021: £57,868).

All members of staff, with the exception of the Chief Executive of the Chartered Institute of Taxation, who is employed by the Institute, are jointly employed by the Chartered Institute of Taxation and the Association of Taxation Technicians. All costs are initially disbursed by the Institute and an agreed proportion is attributed to the Association.

The average number of employees is 84 (2021: 80) and the number whose salary and benefits in kind, including termination payments, fell within the following scales as follows:

	2022	2021
£60,001-£70,000	12	4
£70,001-£80,000	3	5
£80,001-£90,000	8	9
£90,001-£100,000	1	3
£100,001-£110,000	5	2
£110,001-£120,000	0	2
£140,001-£150,000	1	1
£150,001-£160,000	0	1
Total staff costs:		
	2022 £'000	2021 £'000
Salaries	4,028	3,494
National Insurance	450	367
Pension costs	403	340
	4,881	4,201

Key management personnel is defined as those persons having authority and responsibility for planning, directing, and controlling the activities of the entity directly or indirectly. The key management personnel of the Association of Taxation Technicians comprised Chief Executive, Director of Education and Chief Finance Officer. The total employee benefits and remuneration (including pension contributions) of the key management personnel during the year was £399,392 (2021: £410,271).

The values for total staff costs and key management personnel represent the full value, and not the amounts attributable to the Association.

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NOTES TO FINANCIAL STATEMENTS

15. Related party transactions

Council members receive no remuneration for their services as trustees. The Articles of the Association state that reasonable and proper remuneration can be made to any member or former member in his capacity as an examiner or lecturer, providing no more than six persons, being members of the Council or former members who served in the Council in the previous three years, shall benefit from this provision in any calendar year. Council members' remuneration for the year was £1,500 (2021: £2,500). Details of the individual Council members' remuneration can be obtained on written request to the registered office on page 12. Council members' travelling expenses are reimbursed in respect of expenses incurred on Association business.

In the year ended 31 December 2022, 8 Council members claimed reimbursement of expenses totalling £5,540 (2021: 4 claimed a total of £1,762). No payments were made directly to third parties in relation to trustee accommodation and subsistence (2021: £nil). Expenses waived by trustees in 2022 were immaterial (2021: immaterial).

Council members pay subscriptions on the same basis as other members.

The Chartered Institute of Taxation

The Institute is a connected charity in that it has common, parallel, or related objects and activities and unity of administration with the Association. All employees, with the exception of the Chief Executive of the Chartered Institute of Taxation, who is employed solely by the Institute, are jointly employed by the Institute and the Association. Labour, operating, and overhead costs borne by the Institute on behalf of the Association are charged to the Association on a quarterly basis using a simple and equitable formula agreed by both parties.

At a meeting of the Officers of both parties it was agreed that the current formula would continue with a review annually. The total allocation for the year is £1,484,404 (2021: £1,345,598) and the balance outstanding due from the Institute to the Association at the balance sheet date was £261,936 (2021: £379,720 due to the Institute by the Association).

The Taxation Disciplinary Board

The Association and the Institute have an agreement with the Taxation Disciplinary Board, a company limited by guarantee and managed by an independent board of directors. Neither the Association nor the Institute exercise any significant influence over the operating and financial policy of the Board whose object is to administer the Taxation Disciplinary Scheme. The Association's contribution to costs in the year was £54,000 (2021: £54,000). The amount due to the Taxation Disciplinary Board from the Association of Taxation Technicians at the balance sheet date was £1,933 (2021: £1,933).

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BIOGRAPHIES OF COUNCIL MEMBERS

Graham Batty

Age 66. Graham joined Council in 2012 and is a past President of the Association. He chairs Examination Steering Group and serves on Audit & Risk Committee and the Policy Review Group. He is a former Chair of both the Leeds and Birmingham and West Midlands Branches. He became a member of the Association in 2005 and was appointed a Fellow in 2015. Graham qualified as a Chartered Accountant in 1983 and became a member of the Chartered Institute of Taxation in 1986. He is a former Associate Director at RSM, where he specialised in the taxation of charities and other not for profit bodies.

David Bradshaw

Age 67. David joined Council in 2015. He is the Association's President. David is a former Honorary Treasurer and Chair of Finance Steering Group. He still serves on Finance Steering Group. At various intervals over the past 20 years David has been Chair, Treasurer and Secretary of the North East England Branch. He became a member of the Association in 2015 and qualified as a Chartered Tax Adviser in 1984. He has spent time with all four of the world's largest accountancy practices and has specialised in taxation in both the SME marketplace and large corporate tax departments. He now provides corporation tax administration services for a number of North East businesses.

Jeremy Coker

Age 59. Jeremy joined Council in 2008 and is a past President of the Association. He serves on Finance and Technical Steering Groups and the Equality, Diversity and Inclusion Committee. Jeremy is a former Chair of the London Branch. He became a member of the Association in 2008 and was appointed a Fellow in 2017. A Chartered Accountant and Chartered Certified Accountant, he qualified as a Chartered Tax Adviser in 2000. Jeremy is a Partner with Oury Clark, a multi-discipline practice consisting of an accountancy practice and law firm which specialises in inward investment, assisting overseas companies to set up and do business in the UK. Jeremy deals with all aspects of tax relating to private clients, high net worth individuals, owner managed businesses and small and medium sized enterprises.

Tracy Easman

Age 57. Tracy joined Council in 2011 and is a past President of the Association. She also serves on CIOT Council. She is Vice Chair of the Joint Professional Standards Committee and serves on Examination Steering Group. Tracy is a former Secretary and Chair of Sussex Branch. She became a member of the Association in 1993 and was appointed a Fellow in 2012. She qualified as a Chartered Tax Adviser in 2000. Tracy started her career with the Inland Revenue and has worked for two tax consultancy firms. She now runs her own practice in West Sussex.

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BIOGRAPHIES OF COUNCIL MEMBERS

Richard Freeman

Age 47. Richard joined Council in 2015. He chairs Nominations Committee and serves on Member and Business Development Steering Group. Richard currently chairs the HMRC Branch and is a former Chair of Birmingham and West Midlands Branch. He became a member of the Association in 2015. Richard qualified as a solicitor in 2000, and as a Chartered Tax Adviser in 2003. Richard has worked in leading legal and accounting firms and now works for HMRC, where he is a member of the Senior Civil Service providing technical support and leadership to operational teams across the whole range of taxes.

Simon Groom

Age 59. Simon joined Council in 2018 and is the Association's Deputy President. He serves on Finance Steering Group and Nominations Committee. Simon is a former member of Business Development and Member Steering Groups and Audit Committee. He became a member of the Association in 2003. Simon qualified as a Chartered Accountant in 1987 and as a Chartered Tax Adviser in 1991. He has spent many years training students for the ATT and CTA examinations and is Director of Tolley Learning at LexisNexis.

Jacqueline Hall

Age 61. Jacqueline joined Council in 2016. She serves on Examination Steering Group and is a former Chair of Hull Branch. She became a member of the Association in 2016 and is a Chartered Tax Adviser and Chartered Accountant. Jacqueline is a Partner with RSM, providing business and tax advisory and compliance services to owner managed businesses, large employers and individuals.

Georgiana Head

Age 49. Georgiana joined Council in 2020. She chairs Member and Business Development Steering Group and serves on Nominations Committee. Georgiana qualified as an ATT member in 1997 and trained with Price Waterhouse before moving into tax recruitment. In 2007 she set up Georgiana Head Recruitment Ltd. Georgiana specialises in recruiting tax professionals across the North of England. She is a committee member of 'Women in Tax' for Leeds and Manchester Branches and runs two networking and technical support groups for In-house Tax Network and Private Client Ladies. She is also a frequent contributor to the tax press.

Barry Jefferd

Age 62. Barry joined Council in 2021. He serves on Exam Steering Group and is a former chair of Mid-Anglia Branch. Barry trained with a City of London practice where he qualified as a chartered accountant and a Chartered Tax Adviser. Barry became a member in 2009 and he is also a member of the Society of Trust & Estate Practitioners. Barry is a Senior Partner with George Hay. He advises on the complete range of taxes although he particularly enjoys Capital Gains Tax, Inheritance Tax and property and land transactions.

ANNUAL REPORT 2022

BIOGRAPHIES OF COUNCIL MEMBERS

Katharine Lindley

Age 49. Katharine joined Council in 2012. Katharine is the Association's Honorary Treasurer and chair of Finance Steering Group. She is a former chair of Member Steering Group. She became a member of the Association in 1999 and was appointed a Fellow in 2012. Katharine is a Chartered Tax Adviser, a Chartered Financial Planner and Certified Financial Planner. She specialises in the provision of strategic financial advice to high net worth clients and has worked in the financial planning teams of PwC, Towers Watson and Tilney Bestinvest. She is now Head of Advice at EQ Investors.

Banin Oozeerally

Age 39. Banin joined Council in 2021. She serves on Member and Business Development Steering Group and the Joint Professional Standards Committee. She qualified as a Chartered Certified Accountant in 2010 and became a member of the Association in 2015. She works in practice and has all-round experience in accounting and tax matters for individuals, owner-managed businesses and start-up companies.

Toyin Oyeneyin

Age 37. Toyin joined Council in 2021. She chairs the CIOT/ATT New Tax Professionals Committee and serves on the Tax Adviser Magazine Committee. She became a member of the Association in 2021 and is also a Chartered Tax Adviser. Toyin has experience across practice and industry, accounting, tax and finance. She is a Tax Specialist and Product Manager for Octopus Investments, having joined Octopus from her previous role as a Senior Manager at PricewaterhouseCoopers.

Hayley Perkin

Age 37. Hayley joined Council in 2014. She serves on Member and Business Development and Technical Steering Groups. Hayley is vice chair of the joint CIOT and ATT Crypto Asset Working Group. She also represents ATT on HMRC's Employment and Payroll Group. Hayley became a member of the Association in 2009 and a Fellow in 2020. She works in practice as a senior tax manager at KPMG, specialising in employment taxes.

Senga Prior

Age 58. Senga joined Council in 2017. Senga is the Association's Vice President. She chairs Technical Steering Group. Senga is ATT's spokesperson for Scottish taxes. She also represents ATT at the Scottish Devolved Taxes Collaborative and attends quarterly meetings between ATT, CIOT, ICAS and the Scottish Government. Senga is the ATT representative on the Issues Overview Group and the representative Bodies Steering Group. Senga became a member of the Association in 2002 and a Fellow in 2017. She works in practice as a senior tax manager for Johnston Carmichael specialising in personal tax. She has a particular interest in technology and accounting software.

Henry Smith-Langridge

Age 24. Henry joined Council in 2022. He serves on Examination Steering Group. Henry became a member of the Association in 2019 and qualified as a Chartered Tax Adviser in 2021. After finishing sixth form college, Henry started working in Private Client Tax as an apprentice for a small boutique firm based in Farnborough, Hampshire. He is now a dual US and UK tax handler and works specifically with non-UK domiciled individuals and on all aspects of Private Tax Planning for UK and US individuals.

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BIOGRAPHIES OF COUNCIL MEMBERS

Jonathan Stride

Age 61. Jonathan joined Council in 2016. He is Vice Chair of Technical Steering Group. He is a member of the Somerset and Dorset Branch Committee. Jonathan became a member of the Association in 2005 and was appointed a Fellow in 2016. He also holds the AAT and ACCA CAT qualifications. He is a Tax Senior with a firm in Dorset and is currently studying for an MBA with Lincoln University.

Richard Todd

Age 56. Richard joined Council in 2013. He is the Association's immediate past President. He is a former chair of the Joint Professional Standards Committee and of the Northern Ireland Branch. Richard became a member of the Association in 1996 and qualified as a Chartered Tax Adviser in 1998. He began his tax career with the Inland Revenue in London and Central Scotland before returning to Northern Ireland in 1998. He currently works in practice in Belfast.

Chief Executive: Jane Ashton

Age 55. Jane became a member of the Association in 1993 and was appointed a Fellow in 2011. She is a member of the Association of Project Managers, a Member of the Institute of IT and she is a former member of the Association's Council. Jane was previously with HMRC where over a 30-year period she held various posts gaining considerable experience in tax, tax technical and soft skills training, internal audit, marketing and communications, online services, tax policy, business architecture and project management.

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NEW MEMBERS ADMITTED DURING 2022

Abid Muhammad	Bi Aulfat	Clegg Charlotte
Abraham Ellie	Bonfield Olivia	Colman Bradley
Adams Dean	Boulton George	Colmer Alex
Ademuwagun Daniel	Breen Lorraine	Constantinou Penny
Adeniyi Adenike	Bright Matthew	Cook Hollie
Agresta Elena	Brook Julie	Cooper Monika
Ahmed Hazikah	Brooks Malgorzata	Corcoron Aiden
Ahmed Muhammed	Broughton Alice	Cornwell Jake
Ahmed Tahir	Brown Daniel	Cragg Emma-Louise
Akingbadega Johnson	Brown Max	Craig Eleanor
Alam Sarwar	Brown William	Crook Millie
Aldridge Luke	Buchan Sophie	Crutchfield Donovan
Allan Anthony	Buckenham Lindsay	Cutler Joe
Alvarez Emma	Buckley Alex	Cutts Yvonne
Anand Shruthi	Buckley Michael	Dahdouh Osman
Andreeva Maya	Bueno Favero Luciana	Dalglish Angus
Andrelos Michail	Bull Paul	Das Remy
Annear Michaela	Bullard Samantha	Dasgupta Roweena
Appleyard Matthew	Burgess Tom	Davies Gethin
Asumanu Stanley	Burnell Leanne	Davis Laura
Aswani Pershotum	Burrows Casey	Dawe Sarah
Ausat Syed Amaar Ali	Burton-Legge Anwen	Dawson Kayleigh
Austin Ben	Calvert Lynsey	De Buriatte Jo
Avory Myles	Camfield Jemma	De La Cour Tom
Azad Zagham	Campbell Hannah	Dean Matthew
Baillieu-Williams Edward	Campbell Mia	Denton Petra
Baker Alice	Campbell-Orde Joe	Devine Catherine
Balakrishnan Angelica	Canty Helen	Dexter Patrycja
Balazs Aniko	Carrington Ethan	Dhillon Kiman
Bamforth Dean	Catley Myles	Diemuodeke De Los Rios Daniela
Banjo Stephen	Chadha Soumya	Divers Karagh
Baptista Jose	Chan Chak Fung	Dixon Lisa
Barrowcliff Liam	Chaplin Shamus	Dodson Shaun
Bashir Saahi	Chapman Lucy	Doggett James
Basting Joanne	Chatta Usman	Dolan Caitlin
Bates Benjamin	Chen Si	Dolan-Martin Sophie
Bateson Thomas	Chester Matthew	Donaldson Alan
Beck Alexander	Chhabra Chitvan	Donnelly Sarah
Bell Amy	Chouhan Erika	Dore Katy
Bell Harry	Chow Lisa	Dove Michaela
Benton Georgeia	Chrysostom Philip	Downey Matthew
Berdej Tommy	Clark Helen	Drane Fiona
Betchette Laura	Clarke Chris	Duff Andrew
Bevan Kirsty	Clarke Stacey	Duffee Georgia
Bhattal Amreeta	Clarke Tilly	Dunnachie Natalie
Bhoja Nisha	Clayden Tandra	

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NEW MEMBERS ADMITTED DURING 2022

Durrankieva Veselina	Hanks Helen	Jones Matthew
Durrant-Walker Rob	Hansbury Louis	Jones Steven
Dyball Summer	Hardern Rebecca	Joshi Natasha
Eastman Laura	Harkin Kevin	Jukes Charles
Edwards Sion	Harris Eleanor	K T Suneed
Edwards-Hughes Kelly	Harris Jack	Kalcut Prabtaj
Egan Mina	Harris Joshua	Kalsi Amrik
Erskine Peter	Hawkins Nicola	Kanani Zahra
Everett Beatrice	Haynes Sean	Kapila Nikita
Farrelly Katherine	He Xinjie	Kapoor Sumit
Fenton Amy	Higson Victoria	Kaur Selina
Fletcher Stephen	Hiles Ruby	Keene Harry
Ford Steven	Hinchley Sarah	Kelly Ruairi
Forrester Emma	Hines Sarah	Kenyon Charles
Foulgar Scott	Hirst Apollon	Khan Adam
Frankland Toni	Hobbs Eleanor	Khan Humza
Fraser Elliot	Hocking Etienne	Khan Imran
Fraser Rebecca	Hooton Brandon	Khangura Kurunveer
Freeman Laura	Horrocks Thomas	Knight Hayley
Frost Michael	Hudson Jessica	Knott Christopher
Fuller Georgia	Hunt David	Kodankiri Chinmaya
Gadsden Laura	Husare Sanita	Kosovskyte Ieva
Garrett Ashley	Hussain Mohammed	Kovacs David
Getliffe Daniel	Haroon	Kynman Joseph
Ghari Sumayya	Hussain Moin	Laesser Jack
Ghorpade Avadhut	Hussain Usman	Lam Cat
Ghuman Taran	Hussen Aadan Leila	Lammas Eleanor
Gilbert Jack	Hutchinson Thomas	Lane Aaron
Gincaite Giedre	Hyde Liam	Lanigan Nicholas
Gittins Harry	Hyslop Graeme	Larkins Jemma
Glaister Samantha	Imoukhuede Ohioma	Lau Cheuk man
Goldman Adi	Inns Christie	Le Dylan
Gooding Rosie	Izagaren Mohamed	Lee Kirsty
Gordon Topaz	Jabri Mohammed	Leighton Brogan
Greenway Nigel	Jackson Kelly	Leinenkugel Philipp
Greenwood Cameron	Jackson Laura	Lemon Mica
Griffiths Jacob	Jackson-Abbott Storm	Leonard Paul
Grinnall Hannah	James Ashley	Lock Joseph
Groman-Marks Basya	Jarvis Kevin	Lockwood James
Gruszecki Leon	Jegorovskaja Tatjana	Longthorn Holly
Gunn Nathan	Johnson Victoria	Loosley Peter
Gurung Nishchal	Johnson-Zammit Mary	Love Callum
Hagues Sean	Johnston Mark	Low Christine
Hall Megan	Jones Glesni	Lussey Hanna
Hammond Oliver	Jones Hazel	MacDonald Jamie
Hammond Giles Mark	Jones Hollie	Mackay Lisa

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NEW MEMBERS ADMITTED DURING 2022

Majid Imran
Makwana Khusbu
Mallon Ciara
Maloney Henry
Marshall Georgia
Marshall Thomas
Mastrangelo Daniel
Matel Diana
Mather Catrin
Matthews Lisa
Matyolo Tebello
May William
Mayes Sterling
McCloud Leanne
McDermott Emma
McEwen Eilis
McGeown Shannon
McGrattan Eoin
McKenzie Scott
Mckeown Harry
McKittrick Paul
Meredith Kaine
Messom-Gates Sholpan
Middleton Katherine
Midgley Georgia
Mills James
Minton Stephanie
Mirfin Samuel
Mistry Serena
Mitchell Roy
Mitra Subroto
Money Vanessa
Monk Georgina
Morshead Patrick
Mortimer Natasha
Mostyn Elaine
Muirden Heather
Munday Alice
Murray James
Murray John
Mustafa Guven
Najzar-Chmiel Natalia
Nazrul Humayun
Neary Jacob
Newell Bryan
Newman Thomas

Nguyen-Lee Jared
Noble Aaron
Noor Jhubed
Noormohamed Qaiz
North Marcus
Northover James
Odutola Oluwatomiwa
Ogunlana Chris
Oliver Dominic
Olorunfunmi Tosin
Ortega Lobova Maryna
Osman Leilah
Outhwaite Hayley
Painter Lucy
Parkash Prem
Parkes Katie
Parmar Mital
Parry Bethan
Patel Aaditya
Patel Vishal
Paterson David
Patience Lauren
Paulicelli Jakub
Pecheanu Lorena
Perez Sapphire
Philpott Alexander
Picknell Luke
Pilchowski Luke
Pin Gianluca
Piper James
Plant Jessica
Porter Danielle
Pound Nathan
Powar Saffron
Powell Nick
Powney Clare
Prior Thomas
Proudfoot William
Pulatov Temur
Purdue Sophie
Puri Ashley
Pyatygina Olga
Quinton Martin
Rafique Iqra
Ramzan Sonia

Ranawakaarachchie Michula
Ransom Emma
Rao Akshay
Ratcliff Peter
Ratcliffe James
Ravji Naimish
Reardon Thomas
Rees Joseph
Reyes Natalie
Rice David
Richardson Jennifer
Rickerby Jade
Rippon Paul
Robert Louise
Roberts Anthony
Roberts Christian
Roberts Nicolle
Robson Isabel
Rooney Fiona
Rosa Nureia
Rowsell Poppy
Rowson Catriona
Rupendran Rubina
Rusanova Daria
Russell Jason
Rye David
Sabat Mohammed
Sage Laura
Sampson Archie
Sandhu Corrina
Sandhu Kiranpreet
Sangster Kris
Santa Krisztian
Saul Adam
Sayers Anna
Scott Karen
Scutt Emma
Searle Rhiannon
Sears Jack
Semple David
Sewell Sands Tabitha
Shabir Aisha
Shade Sian
Shahbaz Maryam
Sharma Rohin

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NEW MEMBERS ADMITTED DURING 2022

Sharp Aimee	Verge Elizabeth	Zia Hamzah
Sheikh Urooj	Walker Matthew	
Shepherd Karen	Wallace Amie	
Sheraz Aira	Wallace Gavin	
Sherring William	Wallace Thomas	
Simpson Lynsey	Waller Helen	
Skiba Dane	Walsh Jake	
Smith Abigail	Wang Nan	
Smith Hannah	Ward Lisa	
Smith Rebecca	Warner Eleanor	
Snelling Bethany	Warren Liam	
Solska Kamila	Washer John	
Spear Bruce	Wasserman Reis	
Speer Simon	Waterhouse Robert	
Sproule Zoe	Waters Nicola	
Srivastava Rini	Watson-West Fergus	
Staszewska Julita	Watt Stephen	
Stephenson Isobel	Weatherhogg Thomas	
Stubbington Kai	Weeks Anastasia	
Suero Alexander	Wells Reece	
Sun Jiahui	Welsh Eoin	
Swales Peter	Whiley Liza	
Taj Rebecca	Whitaker Oscar	
Talbot-Swain Chloe	Whitehead William	
Tancred Nicola	Whiting Melanie	
Tanimoto Yuki	Whittle Charles	
Taylor Maddie	Wild Sophie	
Taylor Rosemary	Wilde Kelly-Ann	
Thapa Nilam	Wilkins Lauren	
Thickett Martha	Williams Evangeline	
Thinju Anrika	Williams Keshia	
Thomas Anthonia	Williams Reece	
Thomas Myles	Williamson James	
Thompson Abbie	Wilson Jennifer	
Thompson Ben	Wilson Mia	
Thyer Simon	Windram Daniel	
Tirant Chris	Wise Amy	
Todd James	Withers Julie	
Towes Daniel	Wood Natalie	
Trinder-Bourne Warren	Woods Jordan	
Tucker Daniel	Wright David	
Tucker Karl	Wright Finlay	
Turkington Lauren	Yates Tom	
Tyrer Thomas	Yeomans Jonathan	
Upton Fergus	Zaragosi Luciana	
Usami Ammaarah	Zheng Ella	

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NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given that the thirty fourth Annual General Meeting of the Association of Taxation Technicians will be held on Thursday 13 July 2023 at 1400.

To register for this virtual meeting, please visit: www.att.org.uk/agm2023

Ordinary Business

- 1.** To receive and adopt the Report for Council for 2022.
- 2.** To receive and adopt the audited Financial Statements of the Association for the year ended 31 December 2022.
- 3.** Re-election of Council members who retire under Regulation 43:
 - 3a.** Simon Groom
 - 3b.** Hayley Perkin
- 4.** Re-election of Council members who retire under Regulation 38:
 - 4a.** Paul Benton
 - 4b.** Henry Smith-Langridge
 - 4c.** Eleanor Theochari
- 5.** To appoint UHY Hacker Young as the auditor of the Association.

By order of the Council

Jane E C Ashton
Chief Executive
30 Monck Street
London SW1P 2AP

27 April 2023

Notes:

- a) A person entitled to attend and vote is entitled to appoint a proxy or proxies to attend and on a poll to vote instead of him or her. A proxy must be a Member of the Association.
- b) A person who has appointed a proxy may nevertheless attend the meeting and vote, in which case any votes cast by the proxy will be superseded.