



The Brilliant Club

Trustees' Report and Financial Statements

for the Year ended
31 July 2020

Registered Limited Company: 07986971

Registered Charity: 1147771 (England and Wales) SC048774 (Scotland)

Registered Office: 17th Floor, Millbank Tower, 21-24 Millbank, SW1P 4QP



The Brilliant Club
Trustees' Report and Financial Statements
for the Year ended 31 July 2020

Contents

Welcome from the Chair of Trustees	4
Report of the Trustees	6
Statement of Financial Activities	30
Balance Sheet	32
Cash Flow Statement	33
Notes to The Financial Statements	36
Independent Auditor's Report to the Members of The Brilliant Club	59
Reference and Administrative Details	62



Welcome from Chair of Trustees

Thank you for reading The Brilliant Club's Trustees' Report and Financial Statements. This is my first year as the Chair of Trustees, and I would like to thank Dame Sue John for her decade of service to the charity. I would also like to say thank you to our partners and supporters for their efforts to support young people during what has been an unprecedented year.

The 2019/20 academic year was somewhat overshadowed by Coronavirus and the resulting school closures. This brought the problems caused by educational inequality into the national consciousness and served to highlight the issue of the attainment gap in the United Kingdom. Our mission to support pupils from underrepresented backgrounds progressing to highly-selective universities was brought sharply into focus.

Despite the ongoing global situation, during 2019/20 we worked with 9,274 children in 607 schools across the UK through our two core programmes, The Scholars Programme and Researchers in Schools (RIS), as well as special projects. In response to Coronavirus, we moved tutor training and development days online, launched free-to-access online resources for pupils, developed virtual provision of The Scholars Programme, and became an approved tuition partner of the National Tutoring Programme to deliver catch-up tutoring through the newly-established Brilliant Tutoring Programme. In 2020/21, we will work with over 4,000 pupils whose Scholars Programme placements were postponed during the pandemic.

As ever, at the forefront of our work is the importance of robust evaluation and monitoring of our work. A randomised controlled trial (RCT) conducted by researchers at the Faculty of Education, University of Cambridge in 2019/20 showed that pupils who take part in The Scholars Programme report significantly higher levels of self-efficacy for university-style learning, compared to pupils who do not take part in the programme. For the fourth year in a row, an independent evaluation by the Universities and Colleges Admissions Service (UCAS) has found that The Scholars Programme has a statistically significant impact on progression to highly-selective universities. The latest evaluation showed that, when compared to matched control groups, Scholars Programme graduates are almost twice as likely to progress.

In February, a study showed that teachers who join the profession with a doctorate in their subject are at an advantage when it comes to interpreting education research and applying it to their teaching, 9 in 10 reporting confidence in engaging with education research and analysing research information. This is excellent news for the Researchers in Schools programme, the study showed that RIS teachers are particularly confident engaging with education research, very likely to see the value of using research and highly likely to use education research.

Despite significant disruption to our programme delivery and income caused by the Coronavirus pandemic, our financial position continues to be strong, with the charity meeting its reserves policy. The majority of our income is earned through our charitable activities (2019/20: 68%). This proportion is lower than in previous years due to significant in-kind support to develop the charity's new strategy, for which we are very grateful. Our income has been affected by the disruption caused by Coronavirus, with the majority of Scholars Programme Summer term placements being moved to 2020/21 and also by the decision to change the way in which Researchers in Schools participants are remunerated, with the Department for Education paying bursaries directly, rather than transfer payments coming through the charity.

We are now in the final year of our five-year strategy for 2016-2021, The Path To Outcomes, which places delivering consistent impact for pupils at its core. We are currently working on the charity's new five-year strategy which will set out our approach from 2021-2026. We will be ambitious in scaling our programmes and establishing new initiatives across the student lifecycle and look forward to sharing our plans.

Thank you once again to our valued partners and supporters, universities and schools, who continue to be engaged and motivated. We look forward to our continued work together.



Dr Josephine Valentine OBE
Chair of the Board of Trustees

“

Despite the ongoing global situation, during 2019/20 we worked with 9,274 children in 607 schools across the UK through our two core programmes, The Scholars Programme and Researchers in Schools, as well as special projects.

”

Report of the Trustees

Objectives and Activities

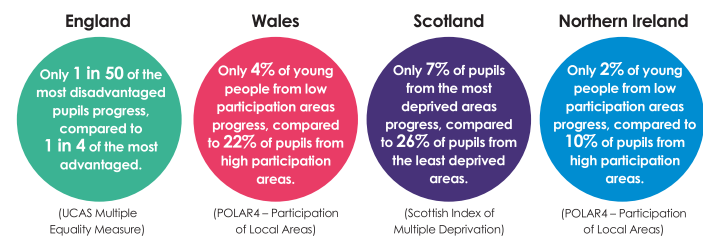
Our mission

The Brilliant Club exists to increase the number of pupils from underrepresented backgrounds that progress to highly-selective universities. We do this by mobilising the PhD community to share its expertise with state schools.

In pursuit of this mission, The Brilliant Club delivers programmes which mobilise the PhD community to engage with pupils and teachers in state schools: The Scholars Programme, Researchers in Schools and our newly launched Brilliant Tutoring Programme as part of the government's National Tutoring programme to support those pupils most affected by the disruption caused by Coronavirus. We also collaborate with partners to deliver special projects which enable us to reach more pupils, strengthen our partnerships and make a positive impact for university access beyond our direct beneficiaries.

The need

In the UK today, a young person's chance of accessing life-changing higher education remains linked to their socioeconomic background. Whilst there has been an increase in progression to university over time, research shows that there are deep-rooted inequalities in accessing the most selective institutions.



Targeting

The Brilliant Club's approach to pupil targeting means that our programmes are delivered to pupils who are least likely to be represented at highly-selective universities and that teachers have the freedom to select a range of pupils that are likely to benefit.

We work with teachers to ensure that the majority of pupils enrolled on The Scholars Programme or Uni Pathways, the intervention delivered by Researchers in Schools participants, meet at least one of three target measures:

1. Educational measure of deprivation (free school meals or equivalent)
2. No parental history of higher education
3. Deprivation according to postcode

To align our approach with the relevant context and ensure effective targeting across the UK, we use different sets of indicators for eligibility for free school meals and deprivation according to postcode in England, Wales, Scotland and Northern Ireland.

“I loved visiting the college and looking round the campus. I also liked learning about a subject I would never have thought of researching!”
Pupil, The Scholars Programme, Norfolk



“

I thought that it was a very exciting experience and taster about what university will be like. It has definitely made me think about universities as a future.

Pupil, The Scholars Programme, Cornwall

”



The Scholars Programme

The Scholars Programme is designed to support pupils age 9-17 to develop the knowledge, skills and confidence to progress to highly-selective universities. The programme is delivered in partnership with state schools and universities across the UK and takes place over a school term.

Pupils have the opportunity to study an academic course with a PhD researcher, in their own school, either virtually or in person.

Pupils take part in seven university-style tutorials with their PhD tutor and write a final assignment of 1,000-2,500 words, depending on their age group.

Typically, pupils would also visit two highly-selective universities at the start and end of the programme. Due to Coronavirus and ongoing restrictions, we are working with our university partners to provide high-quality alternative provision, including campus tour videos and live Q&A sessions with Student Ambassadors.

In 2019/20, we delivered The Scholars Programme to 8,209 pupils, which is lower than planned due to the impact of Coronavirus and school closures. In 2020/21, we aim to offer the programme to 17,000 pupils, including over 4,000 pupils whose placements were postponed in the Summer due to Coronavirus.



Researchers in Schools

Researchers in Schools (RIS) is a unique route into classroom teaching tailored specifically to PhD graduates. The programme is delivered in partnership with the Department for Education and Initial Teacher Education (ITE) providers in England.

The programme takes place over three years and is designed to support PhD graduates to become excellent classroom teachers and research leaders committed to closing the gap in attainment and university access.

RIS recruits teachers for a range of subjects, whilst having a particular focus on shortage subjects, including physics and maths.

Since RIS was established, we have supported 351 PhD graduates to train as classroom teachers.

Research and Impact

The Brilliant Club has a dedicated Research and Impact department, which was first established in 2015 and brings together a team of social scientists who work to understand the impact of our programmes on pupil outcomes. We use this evidence to measure and improve our programmes.

The department has recently announced the results of an external evaluation of The Brilliant Club's work by the University of Cambridge, which showed that pupils who take part in The Scholars Programme report significantly higher levels of self-efficacy for university-style learning, compared to pupils who do not take part in the programme.

We also publish impact case studies and research reports to share findings and best practice with the wider sector. As a response to the school closures in spring 2020, the department published two rapid reviews; on digital inclusion and top tips for online delivery.

Achievements and Performance

External Affairs

Our External Affairs department manages the charity's fundraising, marketing and communications, public affairs, and engagement with alumni and Friends of The Brilliant Club network.

We are always looking to build partnerships with those who can help us to support pupils to realise their potential and progress to highly-selective universities.

Recently, we have launched a brand new website and we are increasing our digital presence to support the growth of our programmes and impact for pupils.

Twice a year, we publish The Scholar, an academic journal which features a selection of the best final assignments written by pupils on our programmes.

In response to Coronavirus, we are currently planning to continue running our Friends of The Brilliant Club events online.

We are planning celebrations for the charity's 10th birthday to align with the publication of our next five-year strategy.

Operations

The charity has implemented an IT strategy which will help to enable the programme teams to focus on delivery and stakeholder management. This includes the development of teaching and learning platforms tailored to the needs of lead teachers for The Scholars Programme and participants of Researchers in Schools. Both platforms were key to delivery of the programmes prior to Coronavirus and are now considered essential as we currently have no face-to-face contact.

The virtual learning environment (VLE) for pupils is also being upgraded to increase functionality and improve the user friendliness of the platform. The department is also developing the charity's training and professional development offer.

Reach

Since The Scholars Programme was first piloted in one school in London in 2011, the charity has grown to establish provision in every region of England, expanding into Wales and Scotland in 2016/17 and Northern Ireland in 2018/19.

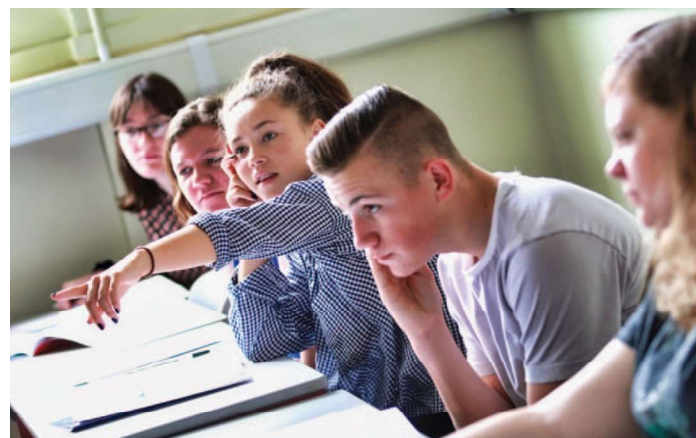
An ongoing priority is to make our programmes available to any state school that wants to take part, including in rural and coastal areas – where pupils typically have access to fewer interventions – as well as in towns and cities. In 2019/20, The Brilliant Club worked with 127 schools in social mobility cold spots (as defined by the Social Mobility Index 2017).

In 2019/20, the charity partnered with 43 universities and 607 schools to enable us to work with 9,274 pupils across our core programmes and special projects.

Of the pupils who took part in The Scholars Programme or Uni Pathways (the pupil intervention delivered by first-year RIS participants), 86% met at least one of our targeting criteria for underrepresentation: eligibility for free school meals, no parental history of higher education, or deprivation according to postcode.

Since the Researchers in Schools programme was piloted in 2014, we have placed 351 PhD graduates as classroom teachers across England. We currently have over 90 Researchers in Schools participants teaching in schools. In 2019/20, 364 pupils took part in Uni Pathways and 93% met one or more of our targeting criteria.

“The PhD tutor has a great understanding of the students and has fully engaged them in the programme; he was an excellent choice for our students and the school.
Teacher,
Northern
Ireland”



Impact

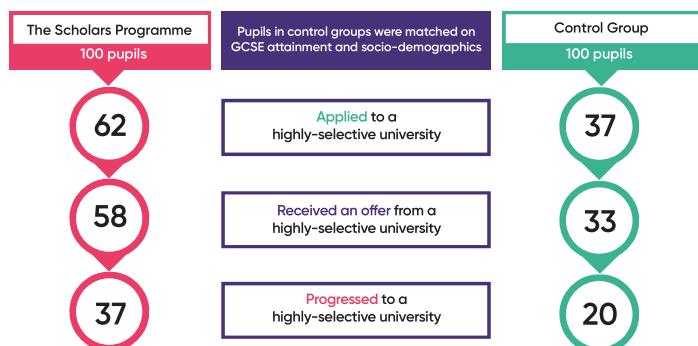
The Brilliant Club is committed to a rigorous and consistent approach to research and impact, with the aim of maximising the effectiveness of our programmes.

The long-term impact of our programmes is to increase the number of pupils from underrepresented backgrounds progressing to highly-selective universities.

For the last four years, The Brilliant Club has worked with the Universities and Colleges Admissions Service (UCAS) to evaluate the impact of The Scholars Programme on progression to highly-selective universities.

For the fourth year running, pupils who completed The Scholars Programme are statistically significantly more likely to apply, receive an offer and progress to a highly-selective university than pupils from similar backgrounds.

This year, UCAS compared outcomes for more than 800 Scholars Programme graduates with pupils in a number of matched control groups of a similar size. To provide a counter-factual analysis, pupils in the control groups were matched for a range of characteristics, including ethnicity, postcode and prior attainment at GCSE.



We include pupils who completed The Scholars Programme in Year 9, Year 10 or Year 12 (in previous years we only looked at Year 12), allowing us to evaluate the impact of starting this type of intervention younger. When including younger age groups, the overall difference remains significant for application, offer and progression to highly-selective universities. As you can see above, 37% of Scholars Programme graduates progressed to a highly-selective university compared to 20% of pupils in matched control groups.

The intermediate impact of our programmes is to develop pupils' key skills which support academic achievement and university readiness, including written communication, subject knowledge, critical thinking, meta-cognition and university self-efficacy.

We measure academic achievement using baseline and final assignments, which are assessed at one Key Stage above pupils' expected level of attainment, using a university-style mark scheme. In addition, we use standardised pre- and post- self-report surveys.

For every placement, we provide schools with an impact report on their pupils' progress compared to national averages.

A randomised controlled trial (RCT) conducted by researchers at the Faculty of Education, University of Cambridge in 2019/20 showed that pupils who take part in The Scholars Programme report significantly higher levels of self-efficacy for university-style learning, compared to pupils who do not take part in the programme.

“

I feel more confident over what is to come for me when I go to university next year as the feedback I received has helped me understand exactly what is expected of me when I move up to that level of work.
Pupil, The Virtual Scholars Programme

”



Future Plans

Following the impact of Coronavirus in the 2019/20 academic year, we are aiming to support more pupils than ever before.

In 2020/21, we aim to reach over 25,000 pupils through The Scholars Programme, Researchers in Schools, The Brilliant Tutoring Programme and special projects.

We will continue to grow The Scholars Programme in England, Wales, Scotland and Northern Ireland. This year, due to the ongoing uncertainty, we are offering schools the flexibility to move seamlessly between in-person and virtual tutorials.

In England, we will support more PhD graduates to become classroom teachers through the Researchers in Schools programme to have a deep and long-lasting impact on teaching in state schools.

We will continue to develop our research and impact work and draw upon the findings of the external evaluation.

We will continue to increase efficiency for our staff and stakeholders to make our programmes as accessible, impactful and enjoyable as possible.

We will develop our special projects function, which will support our core programmes.

We will strengthen our relationships with existing supporters and seek new supporters to help secure the charity's financial sustainability and long-term impact for young people.



The Brilliant Club

The Brilliant Tutoring Programme

The Brilliant Tutoring Programme has been set up to support the national catch-up effort caused by school closures. We are delighted to be an approved tuition partner for the government's National Tutoring Programme, which is designed to support pupils most affected by the disruption to their learning.

Schools in England are eligible to receive 75% subsidised tutoring through the scheme. We are also able to deliver the programme to schools in Wales, Scotland and Northern Ireland, however subsidies are not currently available.

The Brilliant Tutoring programme provides tutoring to pupils in small groups (1:3), in core subjects with our subject expert PhD tutors. Tutoring groups will receive 15 hours of tutoring over 15 weeks. We aim to work with 8,000 pupils in 2020/21.

New Five-Year Strategy

In Spring 2021, the charity will launch its new five-year strategy, which will set out targets for the coming years and focus on how these targets will be delivered. We will be ambitious in scaling our programmes and establishing new initiatives across the student lifecycle.

“

Really great quality online training, the combination of video instruction and documents to refer to later will be really useful in my planning!

**PhD Tutor,
The Virtual
Scholars
Programme**

”



Governance

Constitution

The Brilliant Club is a Registered Charity in England and Wales (No. 1147771) and Scotland (No. SC048774) and a Company Limited by Guarantee (No. 07986971).

Public Benefit Statement

The Directors of The Brilliant Club have considered the requirements of the Charity Commission with regards to public benefit. The sections of this report titled "Objectives and Activities" and "Achievements and Performance" set out The Brilliant Club's objectives, report on the activity and successes in the year to 31 July 2020 and outline the plans for the 2020/21 financial year.

The trustees have considered this matter and concluded that:

- The aims of the organisation continue to be charitable.
- The aims and the work done give identifiable benefits to the charitable sector and both directly and indirectly to individuals in need.
- The benefits are for the public; are not unreasonably restricted in any way and certainly not by the ability to pay.
- There is no detriment or harm arising from the aims or activities.

The trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning future activities.

Board of Trustees

The charity is governed by a Board of Trustees that consists of 9 senior professionals from a wide range of backgrounds including education charities, schools, university admissions and law and accountancy firms. Trustees are responsible for decision-making on long-term strategic direction and governance, meeting formally four times a year. The Trustees receive quarterly updates on day-to-day activities, including risk and financial performance, which informs their decision-making. There are two sub-committees: the Finance, Audit and Risk Committee and the Remuneration and Benefits Committee.

The Finance, Audit and Risk Committee leads on the financial governance of the charity. It consists of three Trustees and is chaired by the Treasurer, who is a qualified accountant. The Committee meets on a biannual basis in November and May, and oversees budgeting, reporting, audit processes and risk. The Committee reports on detailed financial strategy, management accounts, cashflow and risk at each Board of Trustees meeting.

The Remuneration and Benefits Committee, which meets three times a year, includes the Chair of Trustees, the Deputy Chair of Trustees and one other Trustee. The Committee approves salary bands, senior staff salaries and benefit changes. The Committee also conducts performance reviews and professional development meetings with the CEO and sets the CEO salary.

New Trustees receive an induction with the Chair of Trustees, the CEO and the COO. The charity arranges training in line with new charity protocols and the Charity Governance Code, as needed.

Management

Day-to-day running of the charity is managed by a three-person Executive Leadership Team, which is led by the CEO. The charity has two divisions: the Programmes Division which is led by the Chief Programmes Officer, and the Operations Division which is led by the Chief Operating Officer, both of whom report to the CEO.

Pay and Remuneration of Key Management

The salary of the CEO is set by the Remuneration and Benefits Committee following an annual performance review. This review is also used to set out targets and development objectives for the year ahead. The Board of Trustees approves organisational salary band changes and benefits, and any increase for employees who earn over £60,000. The Brilliant Club aims to be competitive in terms of salary, completing a benchmarking exercise every three years to ensure we attract excellent candidates.

Risk Management

The Board of Trustees implements an ongoing risk management strategy, covering financial, legal and reputational risks. This includes the Trustees on the Finance, Audit and Risk Committee reporting on the risk register at each Board of Trustees meeting. The Finance, Audit and Risk Committee meets biannually and meetings are attended by the two board members on the committee, the CEO, COO and Finance Director. The risk management strategy also includes an ongoing actions log, for which the COO is accountable, as well as an annual assessment of risk by the Board of Trustees. The annual review was completed by the Trustees in August 2020 with individual meetings with all Heads of Departments. Risks are rated according to impact and likelihood and the risk register is actively used to monitor, evaluate and resolve potential risks to the organisation.

The charity's risks are outlined under the following four headings: Long Term Financial Sustainability; IT, Data Protection and Business Continuity; Short-term Financial Risks and Fraud; and Safeguarding. The risk table below provides a breakdown of the four risk categories and the mitigations that the charity has put in place.

We identified four significant risks during the August 2020 annual review of risks. Three of the risks identified relate to the Long-Term Financial Sustainability category and one relates to the IT, Data Protection and Business Continuity category. Mitigation steps have been undertaken and contingencies will be put in place if needed.

1. Long term Financial Sustainability

The mitigation steps for these risks include:

- CEO and CPO hold monthly review meetings to oversee sales;
- The charity has diversified its income streams and continues to seek new sources of revenue;
- The charity redistributed Scholars Programme placements target to reduce in the autumn term when Coronavirus disruption is likely to be highest for schools;
- New digital delivery model for The Scholars Programme developed and communicated to schools;
- The charity maintains sufficient reserves as per the reserves policy;
- The Finance, Audit and Risk Committee review sustainability and income levels at each sub-committee meeting;
- Developing a financial model for new strategy and programmatic options.

2. IT, Data Protection and Business Continuity

With the change in the current climate we run the risk of data loss or security breaches. The mitigation steps for this risk include:

- ISO 27001 accreditation and CyberEssentials certification;
- The charity has a business continuity plan, which outlines contingency steps needed should any risk occur and the charity has received ISO 22301 Business Continuity Management certification;
- The charity has an internal IT Support Officer to help with data security;
- Two factor authentication on key accounts;
- The charity platforms are penetration tested on launch;
- We use device management software that tracks our digital assets.

3. Short-term Financial Risks and Fraud

All financial risks are currently at an acceptable level. The mitigation steps for this risk category include:

- The COO and Finance Director review income streams monthly;
- The COO and Finance Director review the cash flow forecast monthly;
- The Executive Leadership Team review the management accounts monthly;
- The Board of Trustees review management accounts quarterly with the Finance, Audit and Risk Committee completing a further review biannually;
- The charity has a qualified accountant on the Board of Trustees and Finance, Audit and Risk Committee and employs two full time accountants;
- The charity has robust anti-fraud policies, training and systems in place.

4. Safeguarding

All safeguarding risks are currently at an acceptable level, but we continue to monitor this risk closely so that we can work with schools and universities to fulfil our mission. The mitigation steps for this risk category include:

- The charity has a designated Trustee with responsibility for Safeguarding and internal Safeguarding leads;
- The charity has robust policies and training for all staff and PhD tutors and has recently updated its Safeguarding Policy to take into account any additional risks;
- The charity has designed digital delivery of its key programmes with safeguarding built in;
- The charity completes an annual safeguarding review with a specialist safeguarding team at a law firm;
- Safeguarding is a standing item on the Board of Trustees agenda.

Fundraising Statement

The Brilliant Club is registered with the Fundraising Regulator and adheres to the Code of Fundraising Practice to deliver fundraising activity that is transparent and meets regulatory requirements. Fundraising is led by the External Affairs Director. Our Partnerships and Fundraising Manager is an Associate Member of the Institute of Fundraising. We have regular Fundraising Governance meetings with the Executive Leadership Team and report to the Board of Trustees on fundraising in advance of each quarterly Board meeting. Fundraising activity is supported by the External Affairs team and wider organisation. We offer training, guidance and briefings to staff to ensure compliance with the Code of Fundraising Practice.

The processes for prospect research, making enquiries and applications and accepting donations, are managed and undertaken by internal staff, in line with the charity's Donations Policy, which is available on our website. The charity's fundraising strategy is largely focused on trusts, foundations and corporates. We do not employ any third parties to fundraise on the charity's behalf. We belong to a portfolio of charities of one Foundation, which seeks donations from corporate and individual donors towards their portfolio charities. We are well informed of this Foundation's approach, have regular contact with them and retain responsibility for all materials sent in our name.

This year, we have introduced a proactive approach to individual donations, as we would like to engage with people who want to support our mission in this way. We do this via our website and direct marketing emails in line with GDPR and social media campaigns. The Brilliant Club is registered with Virgin Money Giving and CAF America, which enables us to receive donations through their websites. We ensure that reasonable safeguards are in place to ensure that all potential funders, including vulnerable people, are protected from unreasonable intrusion on their privacy, unreasonable persistent approaches or pressure to give. This is incorporated into our Donations Policy and staff training. We do not canvas face to face, nor make general approaches via the post. Going forward, we intend to research and make approaches to prospective major donors, which we will do in line with GDPR and our Privacy Policy.

On the charity website, we invite anyone interested in supporting the charity to get in touch with the Partnerships and Fundraising Manager. We have a Volunteer Fundraiser Agreement on our website which is designed to be a helpful guide for anyone who expresses an interest in voluntarily fundraising in aid of The Brilliant Club (e.g. by taking part in a challenge event or running their own event) and describes what they can expect from the charity and our expectations of them. We recently updated the Agreement so that our fundraising is carried out in line with the signpost guidance on Coronavirus from the Government and Fundraising Regulator.

We have not received any complaints about the charity's fundraising activity. If we were to receive a complaint, this would be managed in line with our Complaints Procedure, which is available on our website. Our fundraising team are committed to continually reviewing our approach to fundraising and to staying up-to-date with the latest regulations and best practice.

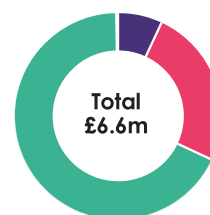
Financial Review

The Coronavirus pandemic has had an impact on our 2019/20 financial year with our Scholars Programme Summer placements being deferred into the 2020/21 financial year, as the placements were unable to run in-person as planned. Most schools deferred their summer placements to the autumn term of 2020. The income and associated costs of postponed placements have been deferred to 2020/21 and have resulted in a deficit in our 2019/20 financial year. We did not experience any significant disruptions to our income from our second programme, Researchers in Schools, as we were able to continue to run the programme in line with government guidelines and Coronavirus legislation in force from time to time.

Our gift in kind revenue increased substantially in 2019/20 and is considerably higher than previous years, as a result of pro bono consulting support for our new five-year strategy and new government contract bids. This has increased our revenue for the year.

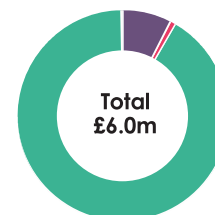
Despite the impact of Coronavirus on Scholars Programme placement confirmations, we were able to add to our general reserves as we had designated and restricted funds in 2018/19 for the 2019/20 financial year. We were able to utilise the majority of our restricted funds with supporters' approval and all the designated funds with board approval in 2019/20 resulting in a small increase to our general reserves.

Income



2020 Total Income in £000's

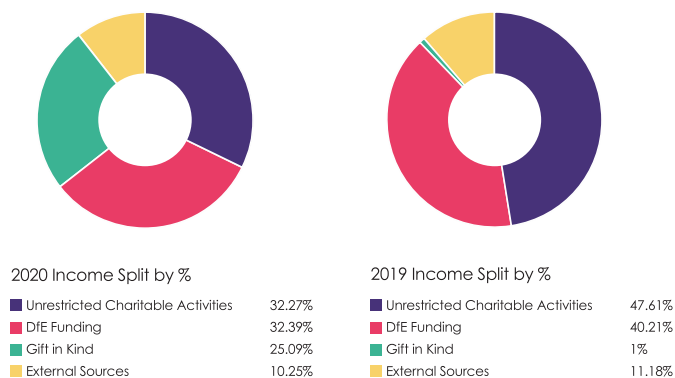
Donations and Legacies	£468/7.1%
Gift in Kind	£1,658/25.1%
Charitable Activities	£4,475/67.7%
Trading Activities	£6/0.1%



2019 Total Income in £000's

Donations and Legacies	£459/7.6%
Gift in Kind	£60/1%
Charitable Activities	£5,500/91.2%
Trading Activities	£10/0.2%

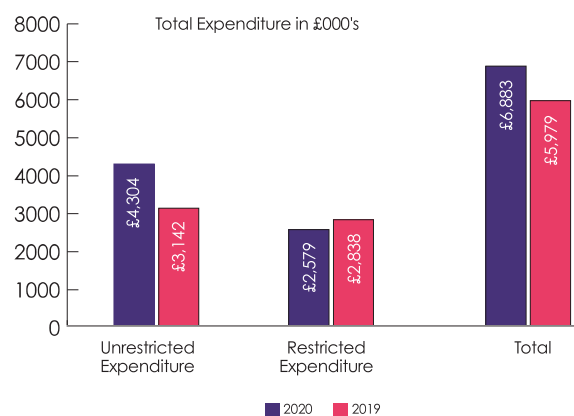
- Total income for the year was £6,606,729 (2019 - £6,028,891) of which, £1,657,614 (2019 - £60,000) relates to gift in kind pro bono support.
- Revenue without gift in kind was £4,949,115 (2019 - £5,968,891) and the decrease in revenue is linked to lower school sales that were deferred to our 2020/21 financial year and the decrease in the value of our DfE contract.
- Of our total revenue, £4,243,404 (2019 - £3,166,185) was unrestricted revenue and £2,363,325 (2019 - £2,862,706) was restricted.



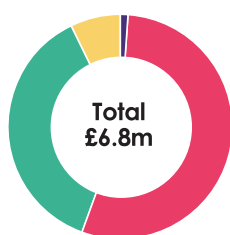
The Brilliant Club has a number of income streams as part of our commitment to financial sustainability.

- Unrestricted charitable activities generated 32.27% (2019 – 47.61%) of the charity's income in 2019/20 with The Scholars Programme continuing to account for the majority of unrestricted charitable activities, through sales to schools and university revenue.
- DfE funding for the Researchers in Schools Programme accounted for 32.39% (2019 – 40.21%) of total income.
- Gift in Kind accounted for 25.09% (2019 – 1%) of total income.
- Revenue from external sources such as grants and donations accounted for 10.25% (2019 – 11.18%), which is in line with our financial targets.
- Of our restricted funds utilised in 2019/20 and coming from funders, 43% was towards programme IT development, 38% was towards The Scholars Programme placement costs, 6% was towards Researchers in Schools costs and 13% related to additional programme costs.

Expenditure

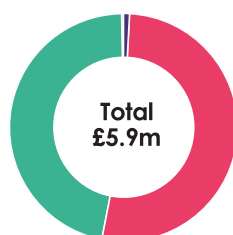


- Expenditure for the year was £6,882,818 (2019 - £5,979,493) of which £1,657,614 (2019 - £60,000) related to gift in kind pro bono support.
- Expenditure before gift in kind decreased in 2020 to £5,225,204 from £5,919,493 in 2019, a decrease of £694,289 as a result of the deferral of the summer term school placements into the 2020/21 financial year and cost-cutting initiatives introduced with the onset of Coronavirus.
- Unrestricted charitable activities accounted for £4,216,288 (2019 - £3,080,805) of the total expenditure, restricted charitable activities accounted for £2,579,096 (2019 - £2,837,722) and the cost of raising funds accounted for £87,434 (2019 - £60,966).



2020 Cost Breakdown in £000's

Fundraising Costs	£87/1.27%
The Scholars Programme	£3,755/54.56%
Researchers in Schools	£2,553/37.10%
Other Programme Costs	£487/7.07%



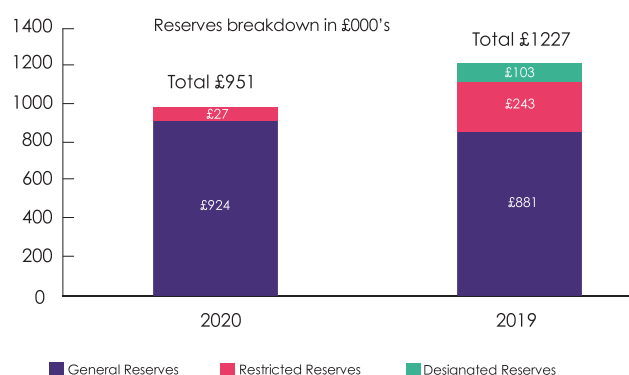
2019 Cost Breakdown in £000's

Fundraising Costs	£61/1.02%
The Scholars Programme	£3,124/52.24%
Researchers in Schools	£2,782/46.53%
Other Programme Costs	£13/0.21%

- The cost of generating funds through fundraising increased by £26,468, a 43% increase. This increase was as a result of the expansion of our fundraising team.
- Our charitable expenditure on The Scholars Programme accounted for £3,755,246 (2019 - £3,123,542) which is 54.56% (2019 - 52.24%) of total expenditure. Scholars Programme costs increased despite the decrease in revenue as a result of the fixed nature of the majority of our programme costs that could not be deferred.
- Expenditure on Researchers in Schools accounted for £2,553,438 (2019 - £2,782,126) which is 37.1% (2019 - 46.53%) and the decrease in the cost is a result of decrease in the DfE contract value for the new cohorts.
- Other Programme costs accounted for 7.07% (2019 - 0.21%) of the cost and is made up of costs incurred by the charity but not directly linked to the programmes such as working on our new five-year strategy. This increase relates to the pro bono support that we received from our consulting partners to help develop this strategy.

We ended the year with a deficit of £276,089 (2019 – surplus £49,398) but were still able to add £32,241 to our free reserves at year end, increasing it from £870,707 in 2019 to £902,948. We increased our general reserves as a result of the release of the designated and restricted funds received in prior years for the 2019/20 financial year.

Reserves Policy



The Brilliant Club's reserves policy is to maintain a sufficient level of reserves to enable operating activities to be continued, taking account of potential risks and contingencies that may arise from time to time.

The Board of Trustees has set the charity's reserves requirement as at least three but not more than four months of core costs. This corresponds to one school term, which is the basis of the charity's invoicing cycle. According to this policy, the charity needs to ensure general reserves of approximately £900,000-£1,200,000 at the end of the 2019-20 financial year. The balance sheet shows total funds of £950,638 at 31st July 2020 (2019: £1,226,727), which includes restricted funds of £27,115 (2019 - £242,886), designated funds of £0 (2019 - £103,183) and remaining general funds of £923,523 (2019 - £880,658), which are in line with this policy. As of 1st August 2020, the charity's free reserves were £902,948 (2018 - £870,707).

We anticipate posting a surplus in our 2020/21 financial year, resulting in an increase to our reserves within our reserves policy. As such, we will have sufficient reserves to continue as a going concern.

Statement of Trustees' Financial Responsibilities

The Trustees (who are also directors of The Brilliant Club for the purposes of company law) are responsible for preparing the Trustees' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the Trustees 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 accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the Trustees confirms that:

- So far as the trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Buzzacott LLP were appointed as our auditors for the third year and a resolution for their re-appointment will be submitted to the Finance, Audit and Risk Committee.

This report has been prepared in accordance with the Statement of Recommended Practice, 'Accounting and Reporting by Charities', and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by order of the Board of Trustees on 8th December 2020 and signed on its behalf by:



Dr Josephine Valentine OBE
Chair of the Board of Trustees



Statement of Financial Activities

Statement of Financial Activities

(Including the Income and Expenditure Account)

For the Year Ended 31 July 2020

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Income and endowment from				
Donations and legacies	2A	448,400	20,000	468,400
Gift in Kind	2B	1,657,614	-	1,657,614
Charitable activities	3	2,131,852	2,343,325	4,475,177
Trading activities	4	5,538	-	5,538
Total income		4,243,404	2,363,325	6,606,729
Expenditure on				
Raising funds	5	87,434	-	87,434
Charitable activities	5	4,216,288	2,579,096	6,795,384
Total expenditure		4,303,722	2,579,096	6,882,818
Net expenditure		(60,318)	(215,771)	(276,089)
Net movement in funds		(60,318)	(215,771)	(276,089)
Fund balances brought forward 1 August 2019		983,841	242,886	1,226,727
Fund balances carried forward 31 July 2020	15/16	923,523	27,115	950,638

All income and expenditure is derived from continuing activities.
The statement of financial activities includes all gains and losses recognised during the year.
The notes on pages 36 to 56 form part of the financial statements.

Statement of Financial Activities

(Including the Income and Expenditure Account)

For the Year Ended 31 July 2019 (restated)

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2019 £
Income and endowment from				
Donations and legacies	2A	225,977	232,872	458,849
Gift in Kind	2B	60,000	-	60,000
Charitable activities	3	2,870,370	2,629,834	5,500,204
Trading activities	4	9,838	-	9,838
Total income		3,166,185	2,862,706	6,028,891
Expenditure on				
Raising funds	5	60,966	-	60,966
Charitable activities	5	3,080,805	2,837,722	5,918,527
Total expenditure		3,141,771	2,837,722	5,979,493
Net income		24,414	24,984	49,398
Net movement in funds		24,414	24,984	49,398
Fund balances brought forward 1 August 2018		959,427	217,902	1,177,329
Fund balances carried forward 31 July 2019	15/16	983,841	242,886	1,226,727

All income and expenditure is derived from continuing activities.
The statement of financial activities includes all gains and losses recognised during the year.
The notes on pages 36 to 56 form part of the financial statements.

Balance Sheet

For the Year Ended 31 July 2020 (Company Number: 07986971)

	Notes	2020 £	2019 £
Fixed assets			
Tangible fixed assets	11	20,575	9,951
Total fixed assets		20,575	9,951
Current assets			
Debtors	12	527,240	848,811
Cash at bank and in hand		1,486,295	717,470
Total current assets		2,013,535	1,566,281
Liabilities			
Creditors: amounts falling due within one year	13	(1,083,472)	(349,505)
Net current assets		930,063	1,216,776
Total assets less current liabilities		950,638	1,226,727
Total net assets		950,638	1,226,727
Represented by			
Designated funds	16	-	103,183
General funds	16	923,523	880,658
Total unrestricted funds		923,523	983,841
Total restricted funds	15	27,115	242,886
Total		950,638	1,226,727

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Board of Trustees on and signed on their behalf on 8th December 2020 by:

Josephine Valentine

Dr Josephine Valentine OBE - Chair of the Board of Trustees

The notes on pages 36 to 56 form part of these financial statements.

Cash Flow Statement

For the Year Ended 31 July 2020

	Notes	2020 £	2019 £
Cash flow from operating activities			
Cash generated by/(used in) operations	20	792,270	(439,850)
Net cash flow from operating activities		792,270	(439,850)
Cash flow from investing activities			
Payments to acquire tangible fixed assets	11	(21,335)	(6,273)
Net cash flow from investing activities		(21,335)	(6,273)
Cash flow from financing activities			
Repayment of finance lease liabilities		(2,110)	(13,905)
Net cash flow from financing activities		(2,110)	(13,905)
Net increase /(decrease) in cash and cash equivalents		768,825	(460,028)
Cash and cash equivalents at the beginning of the reporting period		717,470	1,177,498
Cash and cash equivalents at the end of the reporting period		1,486,295	717,470

The notes on pages 36 to 56 form part of these financial statements.



Notes to The Financial Statements

Notes to The Financial Statements

1. Accounting Policies

a) General information and basis of preparation

The Brilliant Club is a company limited by guarantee in the United Kingdom. The address of the registered office is given in the charity information on page 62 of these financial statements. The nature of the charity's operations and principal activities are set out on page 6.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are prepared in sterling which is the functional currency of the charity.

b) Going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment with respect to a period of at least one year from the date of approval of these financial statements.

The Brilliant Club has been affected by the Coronavirus pandemic in the 2019/20 financial year. The most significant impact has been on our summer term Scholars Programme placements, which we were unable to deliver as planned. We have however worked closely with schools to postpone the majority of these placements to the 2020/21 financial year and are in the process of delivering them in addition to our regular placements. The Researchers in Schools programme is mainly funded by the Department for Education and is secured for the 2019, 2020 and 2021 cohorts. We have also secured over 70% of our fundraising income for 2020/21. We will also be a provider of The National Tutoring Programme, which will further diversify our income streams for the coming year.

Recognising that The Brilliant Club's ability to deliver its programmes under The Scholars Programme will depend on schools staying open in 2020/21, the Trustees have considered several factors in concluding that the adoption of the going concern basis in the preparation of these financial statements is appropriate.

These have included:

- the level of reserves held;
- the expected level of income and expenditure for the 2020/21 financial year;
- cost control initiatives being put in place to manage the current and future year budgets;
- cash management to mitigate potential risks of late payment by suppliers and funders and that restricted grants are being appropriately managed.

c) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under circumstances. The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

- Useful economic lives of tangible assets - the annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and physical condition of the assets. See note 11 for the carrying amount of the plant and equipment and note 1.J for the useful economic lives for each class of assets.
- Gift in Kind - the gift in kind value set out in the financial statement is an estimate derived from the individual consultants. The valuation is based on their billed work hours and the rates set out by the consulting firm.
- As set out in these accounting policies under "going concern", the trustees have considered the impact of the pandemic on the charity and have concluded that although there may be some negative consequences, it is appropriate for the charity to continue to prepare its accounts on the going concern basis.

d) Legal status

The Brilliant Club is a company limited by guarantee and has no share capital. The liability of each member in the event of a winding up is limited to £1.

e) Fund accounting

Restricted funds - these are funds which can only be used for specific restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Designated funds - these are funds which have been set aside by the Board of Trustees to be used for specific projects as outlined in the notes to the financial statements.

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

f) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received. The following specific policies are applied to particular categories of income:

- Donation income including core grants, sponsorship and donations is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Gift in kind - Where goods or services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements as both income and expenditure at its estimated fair value based on the value of the contribution to the charity.
- Income from charitable activities includes unrestricted income for delivery of educational activities to schools and universities under The Scholars Programme and Researchers in Schools. It also includes restricted income from the Department for Education for delivery of the Researchers in Schools programme in schools. Following a review of our revenue sources, restricted grants received to run our existing charitable activities has been considered to be restricted charitable activities instead of grant funding. As a result, we have reclassified this income from Donations and Legacies to Charitable Activities and restated the Statement of Financial Activities and related notes to reflect this. Restricted grant income included in this category is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- All trading income is represented by rental and investment income and is included in the accounts for the period it relates to.

g) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. The irrecoverable element of VAT is included with the item of expense to which it relates. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting donation income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

h) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis, for example, time spent, per capita or floor area.

i) Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

j) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Computer equipment – 33% on cost

k) Debtors

Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

l) Cash and cash equivalents

Cash at bank and cash 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.

m) Creditors

Creditors are recognised when there is 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.

Other creditors and accruals are recognised at their settlement amount due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

o) Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight-line basis over the period of the lease.

**2A. Income from Donations and Legacies
2019-20**

	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Grants			
Funding towards IT development	-	20,000	20,000
Man Group plc Charitable Trust	50,000	-	50,000
Garfield Weston Foundation	100,000	-	100,000
Epic Foundation UK Limited	105,507	-	105,507
Epic Foundation Inc	82,260	-	82,260
HMRC	67,316	-	67,316
Donations			
BCS Consulting	38,900	-	38,900
Handpicked Society	1,700	-	1,700
Other	2,717	-	2,717
Total core grants and donations receivable	448,400	20,000	468,400

2018-19 (Restated)

	Unrestricted funds £	Restricted funds £	Total funds 2019 £
Grants			
Funding Towards IT developments	-	179,860	179,860
Nuffield Foundation bursary and travel grant 2018	-	53,915	53,915
Nuffield foundation admin grant 2018	-	(11,063)	(11,063)
The Lancaster-Taylor Charitable Trust	-	10,160	10,160
Epic Foundation UK Limited	55,280	-	55,280
Epic Foundation France	17,525	-	17,525
Epic Foundation Inc	84,842	-	84,842
Donations			
BCS Consulting	41,440	-	41,440
Larcomes LLP Solicitors	1,000	-	1,000
F C Stark Limited	19,222	-	19,222
Handpicked Society	500	-	500
Other	6,168	-	6,168
Total core grants and donations receivable	225,977	232,872	458,849

The Brilliant Club

2B. Income from Gift in Kind

	Unrestricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 (restated) £	Total funds 2019 (restated) £
Gift in Kind income	1,657,614	1,657,614	60,000	60,000
Total	1,657,614	1,657,614	60,000	60,000

**3. Income from Charitable Activities
2019-20**

	General funds £	Restricted funds £	Total funds 2020 £
Revenue from The Scholars Programme	1,723,764	-	1,723,764
Revenue from Researchers in Schools	184,000	2,139,756	2,323,756
Revenue from fundraising	-	203,569	203,569
Revenue from other projects	224,088	-	224,088
Total	2,131,852	2,343,325	4,475,177

2018-19 (Restated)

	General funds £	Restricted funds £	Total funds 2019 £
Revenue from The Scholars Programme	2,587,515	-	2,587,515
Revenue from Researchers in Schools	199,500	2,424,345	2,623,845
Revenue from fundraising	-	205,489	205,489
Revenue from other projects	83,355	-	83,355
Total	2,870,370	2,629,834	5,500,204

Report and Financial Statements 2020

4. Income from Trading Activities

	Unrestricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 £	Total funds 2019 £
Rental & investment income	5,538	5,538	9,838	9,838
Total	5,538	5,538	9,838	9,838

5. Expenditure 2019-20

	Staff costs (note 9) £	Direct costs £	Support costs (note 6) £	Total costs 2020 £
Raising funds				
Fundraising costs	75,307	-	12,127	87,434
Charitable activities:				
The Scholars Programme	2,270,336	375,857	1,109,053	3,755,246
Researchers in Schools	1,138,483	805,104	609,851	2,553,438
Other Programme costs	-	-	486,700	486,700
Total charitable activities	3,408,819	1,180,961	2,205,604	6,795,384
Total expenditure	3,484,126	1,180,961	2,217,732	6,882,818

2018-19

	Staff costs (note 9) £	Direct costs £	Support costs (note 6) £	Total costs 2019 £
Raising funds				
Fundraising costs	44,512	-	16,454	60,966
Charitable activities:				
The Scholars Programme	2,224,878	522,359	376,305	3,123,542
Researchers in Schools	1,024,294	1,455,066	302,766	2,782,126
Other Programme costs	2,531	128	10,200	12,859
Total charitable activities	3,251,703	1,977,553	689,271	5,918,527
Total expenditure	3,296,215	1,977,553	705,725	5,979,493

6. Support Costs 2019-20

	Fundraising costs £	Charitable activities £	Total cost 2020 £
Governance (note 7)	-	52,522	52,522
Depreciation	224	10,487	10,711
Loss on disposal of fixed assets	-	-	-
Office costs	7,768	362,507	370,275
Other staff costs	927	69,696	70,623
Computer costs	409	19,110	19,519
Travel	281	14,840	15,121
Gift in Kind	-	1,657,614	1,657,614
Other	2,519	18,828	21,347
Total governance and support costs	12,128	2,205,604	2,217,732

2018-19 (restated)

	Fundraising costs £	Charitable activities £	Total cost 2019 £
Governance (note 7)	-	50,065	50,065
Depreciation	576	18,715	18,715
Loss on disposal of fixed assets	-	1,671	1,671
Office costs	10,388	345,363	356,327
Other staff costs	2,098	84,009	86,108
Computer costs	1,293	40,739	42,032
Travel	1,036	44,636	45,673
Gift in Kind	-	60,000	60,000
Other	1,063	44,073	45,135
Total governance and support costs	16,454	689,271	705,725

7. Governance Costs

	2020 £	2019 £
Auditor's remuneration – for audit	15,840	13,680
Auditor's remuneration – non-audit	1,740	7,800
Consultancy fees	10,404	6,000
Other professional fees	24,538	22,585
Total	52,522	50,065

8. Trustees' Remuneration and Benefits

None of the Trustees received any remuneration or other financial benefits during the year (2019: Nil).

During 2020, two trustees (2019: two) were reimbursed £97 (2019: £80) for travel and accommodation costs in relation to charity meetings.

9. Staff Costs and Key Management Personnel

	2020	2019
Employee Numbers during the year were:	No.	No.
Average number of staff employed by the company	72	70
Average number of tutors employed by the company	164	239
Employee costs during the year were:	£	£
Salaries and wages	3,045,509	2,878,802
Employer's NI	280,845	290,050
Employer's pension	157,772	127,363
Total	3,484,126	3,296,215

Tutors are part-time doctoral or postdoctoral researchers and are paid up to three times a year between £500 - £600 per placement.

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2020 No	2019 No
£60,000 - £69,999	1	1
£70,000 - £79,999	3	2
£80,000 - £89,999	-	-
£90,000 - £99,999	-	1

In 2019/20 the key management personnel of the charity comprised of the Chief Executive Officer, the Chief Operating Officer, the Chief Programmes Officer, the Finance Director, the National Programme Director for The Scholars Programme and Heads of Department (as listed on page 63 of the financial statements). The total employee benefits of the key management personnel of the charity were £760,349 (2019 - £632,277).

10. Net Income for the Year

	2020 £	2019 £
This is stated after charging auditor's remuneration		
For audit	15,840	13,680
For other services	1,740	7,800
Depreciation	10,711	18,715
Loss on disposal of fixed assets	-	1,671

11. Tangible Fixed Assets

	Office equipment £
Cost	
As at 1 August 2019	87,597
Additions	21,335
Disposals	(52,471)
As at 31 July 2020	56,461
Depreciation	
As at 1 August 2019	77,646
Charge for year	10,711
Disposals	(52,471)
As at 31 July 2020	35,886
Net book values at 31 July 2020	20,575
As at 31 July 2019	9,951

Included in the total net book value of office equipment was £0 (2019: £1,548) in respect of assets held under finance leases.

12. Debtors

	2020 £	2019 £
Trade debtors	288,124	387,675
Prepayments	108,048	108,040
Other debtors	7,068	19,242
Accrued income	124,000	333,854
Total	527,240	848,811

13. Creditors

Creditors: Amounts Falling Due Within One Year

	2020 £	2019 £
Trade creditors	50,059	101,975
Accrued expenses	45,861	28,493
Deferred income (note 14)	915,578	74,892
Finance lease (note 18 b)	-	2,110
Other payables	71,974	142,035
Total	1,083,472	349,505

Details of leasing arrangements are provided in note 18.

14. Deferred Income

	2020 £	2019 £
Balance at 1 August	74,892	168,230
Amount released to incoming resources	(49,362)	(168,230)
Amount deferred in year	890,048	74,892
Balance as at 31 July	915,578	74,892

The deferred income includes revenue that was invoiced in the 2019/20 financial year but pertains to partnerships for the 2020/21 financial year. The majority of this is made up of The Scholars Programme Summer 2019 placement deferral to 2020/21 due to Coronavirus lockdown measures.

15. Restricted Funds 2019-20

	Balance 31 July 2019	Income	Expenditure	Balance 31 July 2020
	£	£	£	£
Funding Towards IT Developments	179,860	20,000	(199,860)	-
The Dulverton Trust	34,000	-	(34,000)	-
Bank of America Charitable Foundation	10,866	-	(10,866)	-
Man Group plc Charitable Trust	10,000	-	(10,000)	-
Allen & Overy Foundation (London)	5,120	-	(5,120)	-
Allen & Overy Foundation (Belfast)	3,040	20,000	(13,040)	10,000
Department for Education contract	-	2,139,756	(2,139,756)	-
AKO Foundation	-	55,000	(45,000)	10,000
Social Business Trust	-	50,019	(42,904)	7,115
The Waterloo Foundation	-	25,000	(25,000)	-
The Drapers' Charitable Fund	-	20,000	(20,000)	-
Sir John Cass's Foundation	-	18,550	(18,550)	-
The Aldgate and Allhallows Foundation	-	15,000	(15,000)	-
Total	242,886	2,363,325	2,579,096	27,115

15. Restricted Funds (continued) 2018-19

	Balance 31 July 2018	Income	Expenditure	Balance 31 July 2019
	£	£	£	£
Department for Education contract	-	2,424,345	(2,424,345)	-
Nuffield Foundation bursary and travel grant 2018	-	53,915	(53,915)	-
Nuffield Foundation admin grant 2018	-	(11,063)	11,063	-
Garfield Weston Foundation	90,000	-	(90,000)	-
The Lancaster-Taylor Charitable Trust	11,402	10,160	(21,562)	-
Man Group plc Charitable Trust	-	50,000	(40,000)	10,000
The Drapers' Charitable Fund	-	20,000	(20,000)	-
The Foyle Foundation	30,000	-	(30,000)	-
Kusuma Trust UK	500	-	(500)	-
The Waterloo Foundation	25,000	-	(25,000)	-
Allen & Overy Foundation (London)	10,000	-	(4,880)	5,120
Allen & Overy Foundation (Belfast)	-	10,000	(6,960)	3,040
The Aldgate and Allhallows Foundation	15,000	-	(15,000)	-
The Dulverton Trust	36,000	34,000	(36,000)	34,000
Sir John Cass's Foundation	-	37,100	(37,100)	-
Bank of America Charitable Foundation	-	22,866	(12,000)	10,866
Social Business Trust	-	30,523	(30,523)	-
Christ Church, Oxford	-	1,000	(1,000)	-
Funding Towards IT Developments	-	179,860	-	179,860
Total	217,902	2,862,706	(2,837,722)	242,886

15. Restricted Funds (continued)

Funding Towards IT Developments	Funding supported the development of the charity's digital dashboards and Virtual Learning Environment.
The Dulverton Trust	The Dulverton Trust funding supported The Scholars Programme in the South West of England.
Bank of America Charitable Foundation	Bank of America Charitable Foundation supported the Researchers in Schools programme in the North-West of England.
Man Charitable Trust	The Man Charitable Trust supported the charity's activities through core funding and towards the charity's Research and Impact work.
Allen & Overy Foundation (London)	The Allen & Overy Foundation (London) supported The Scholars Programme in Hackney and Tower Hamlets.
Allen & Overy Foundation (Belfast)	The Allen & Overy Foundation (Belfast) supported The Scholars Programme in Belfast in Northern Ireland and will continue to do so in 2020-21.
Department for Education contract	This is the contract from the Department for Education, as part of which the charity delivers the Maths and Physics Chairs Programme. The funding is broken down into two main areas: general programme costs and salary uplift. The former includes operating costs and overheads for the programme; the latter includes a series of payments that are made to The Brilliant Club and then transferred to participants via their schools.
AKO Foundation	AKO Foundation supported The Scholars Programme in East Anglia and the development of The Virtual Scholars Programme.
Social Business Trust	Social Business Trust (SBT) supported The Brilliant Club as one of their chosen portfolio charities by providing funding to improve our IT systems and professional support from Bain & Company on strategy and operations.
The Waterloo Foundation	The Waterloo Foundation supported The Scholars Programme in Wales.

15. Restricted Funds (continued)

The Drapers' Charitable Fund	The Drapers' Charitable Fund supported The Scholars Programme in Central and East London.
Sir John Cass's Foundation	Sir John Cass's Foundation supported Uni Pathways (delivered by Researchers in Schools participants) in Inner London.
The Aldgate and Allhallows Foundation	The Aldgate and Allhallows Foundation supported The Scholars Programme in primary schools in Tower Hamlets in London.
Nuffield Bursary and Travel Grant 2018	The Nuffield Bursary and Travel Grant funding came from the Nuffield Foundation for the co-ordination and delivery of its summer placement programme. This funding covered the participating students' bursary and travel costs.
Nuffield Admin Grant 2018	The Nuffield Admin Grant funding came from the Nuffield Foundation for the co-ordination and delivery of its summer placement programme. This funding covered the administrative cost of running the programme.
Garfield Weston Foundation	The Garfield Weston grant supported The Scholars Programme in the North of England.
Kusuma Trust	Kusuma Trust supported The Scholars Programme in London.

16. Unrestricted Funds 2019-20

	Balance 31 July 2019 £	Income £	Expenditure £	Transfers £	Balance 31 July 2020 £
General funds	880,658	4,243,404	(4,243,755)	43,216	923,523
Designated funds					
External evaluation	43,183	-	(43,183)	-	-
Researchers in Schools recruitment	60,000	-	(16,784)	(43,216)	-
Total designated funds	103,183	-	(59,967)	(43,216)	-
Total unrestricted funds	983,841	4,243,404	(4,303,722)	-	923,523

The unrestricted general funds are reserved for the following years.

2018-19

	Balance 31 July 2018 £	Income £	Expenditure £	Transfers £	Balance 31 July 2019 £
General funds	809,427	3,166,185	(3,034,954)	(60,000)	880,658
Designated funds					
External evaluation	90,000	-	(46,817)	-	43,183
Alumni initiatives	60,000	-	(60,000)	-	-
Researchers in Schools recruitment	-	-	-	60,000	60,000
Total designated funds	150,000	-	(106,817)	60,000	103,183
Total unrestricted funds	959,427	3,166,185	(3,141,771)	-	983,841

The designated funds relate to:

- £43,183 for the external evaluation costs scheduled for 2019/20.
- In 2018/19 the Board of Trustees agreed to designate £60,000 from the general funds for the Researchers in Schools Programme recruitment scheduled for 2019/20.

17. Allocation of Net Assets Between Funds 2019-20

The funds of the charity are represented by the following net assets:

	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	20,575	-	20,575
Current assets	1,986,420	27,115	2,013,535
Current liabilities	(1,083,472)	-	(1,083,472)
Total	923,523	27,115	950,638

2018-19

	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	9,951	-	9,951
Current assets	1,323,395	242,886	1,566,281
Current liabilities	(349,505)	-	(349,505)
Total	983,841	242,886	1,226,727

18. Leases

a) Operating Lease

The charity had total commitments under operating leases as follows:

	2020	2019
	Property £	Property £
Within one year	265,435	282,445
Between one and five years	123,470	392,242
Total	388,905	674,687

b) Finance Lease

The finance lease primarily relates to printer rentals. Total future minimum lease payments are £2,182.

	2020 £	2019 £
Within one year	-	2,182
Between one to five years	-	-
Total	-	2,182
Less finance charges within one year	-	(72)
Less finance charges between one and five years	-	-
Total	-	2,110

19. Related Party Transactions

Expense of £10,000 (2019 - £44,057) and income of £nil (2019 - £33,961) was made to AccessEd during the year to 31 July 2020 where the previous Co-CEO of The Brilliant Club, Simon Coyle is a Director.

Income of £8,325 (2019 - £nil) was received from Ambition Institute during the year to 31 July 2020 where a trustee, Matthew Hood was employed.

Income of £800 (2019 - £1,500) and expense of £228 (2019 - £nil) was made to Challenge Partners during the year to 31 July 2020 where a trustee, Sue John is an Executive Director and another trustee, Josephine Valentine was one of the directors of the Growing the Top programme.

Income of £1,920 (2019 - £nil) was received from St Clement Danes during the year to 31 July 2020 where a trustee, Josephine Valentine is the CEO of Danes Educational Trust.

Income of £10,240 (2019 - £13,440) was made by partner schools belonging to the Middlesex Learning Trust during the year to 31 July 2020 where a trustee, Josephine Valentine is a trustee at Middlesex Learning Trust.

Expense of £31,941 (2019 - £32,750) and income of £24,600 (2019 - £24,600) was made to The University of Cambridge and its departments during the year to 31 July 2020 where a trustee, John Munns is a Government Body Fellow at Magdalene College, an Affiliated Lecturer at The University of Cambridge and an external Director of Studies in the History of Art at Robinson College, Cambridge.

Expense of £30,863 from the University of Cambridge and no income amounts were outstanding at year end.

20. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2020 £	2019 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(276,089)	49,398
Adjustments for:		
Depreciation charges	10,711	18,715
Loss on disposal of tangible fixed assets	-	1,671
Decrease/(increase) in debtors	321,571	(338,379)
Increase/(decrease) in creditors	736,077	(171,255)
Net cash provided by (used in) operating activities	792,270	(439,850)

21. Analysis of Changes in Net Debt 2019-20

	At 1 August 2019 £	Cash flows £	At 31 July 2020 £
Cash at bank and in hand	717,470	768,825	1,486,295
Total	717,470	768,825	1,486,295

2018-19

	At 1 August 2018 £	Cash flows £	At 31 July 2019 £
Cash at bank and in hand	1,177,498	(460,028)	717,470
Total	1,177,498	(460,028)	717,470





Independent Auditor's Report to the Members of The Brilliant Club

Independent Auditor's Report to the Members of The Brilliant Club

Opinion

We have audited the financial statements of The Brilliant Club (the 'charitable company') for the year ended 31 July 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. 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 July 2020 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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, except to the extent otherwise explicitly stated in our report, 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 our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 is 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 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- proper and adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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 requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company 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.

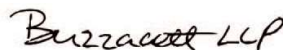
Auditor's responsibilities for the audit of the financial statements

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.

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 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Catherine Biscoe (Senior Statutory Auditor)

For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 16 December 2020

Reference and Administrative Details

Trustees	Dame S John (Resigned 2nd September 2020) J B Williams J E Turner J Timothy M Hood R K Hobby (Resigned 9th June 2020) C J Carter Dr J M Munns Dr J A Valentine F J Walding D Herrington (Appointed 2nd September 2020)
Chief Executive Officer	Anne-Marie Canning
Charity Registration Number	1147771
Scottish Charity Registration Number	SC048774
Company Registration Number	07986971 (England and Wales)
Registered Office	17th Floor, Millbank Tower, 21-24 Millbank London SW1P 4QP
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Banker	HSBC Bank 210 High Holborn London WC1V 7HD

Key Management Personnel

Chief Executive Officer (Resigned 30th June 2020)	Dr Christopher Wilson
Chief Executive Officer (Appointed 23rd March 2020)	Anne-Marie Canning
Chief Operating Officer	Ciara Lynch
Chief Programmes Officer	Richard Eyre
Finance Director	Angel-Ann D'Souza
National Programme Director, Researchers in Schools	Kike Agunbiade
Research and Impact Director	Dr Lauren Bellaera
National Programme Director, The Scholars Programme	Leanne Adamson
External Affairs Director	Sabrina Luisi
Operations Director (Appointed 26th September 2019)	Siobhan Haire
National Programme Director, The Scholars Programme	Susie Whigham





Brilliantclub.org
@BrilliantClub
hello@thebrilliantclub.org

Registered charity no: 1147771 (England and Wales) SC048774 (Scotland)

The Brilliant Club is a registered company limited by
guarantee in England and Wales (no. 07986971)

