

QUARTERLY ACCOUNT

SPRING 2026

THE OFFICIAL NEWSLETTER FOR EMPLOYERS FROM ACCOUNTANCY LEARNING

"THE GREAT BRITISH TREATS"

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Providing treats in the workplace can have a really positive effect on staff morale.

Small gestures such as offering biscuits during meetings, celebrating birthdays with cake, or providing refreshments after a busy period can help employees feel recognised and appreciated.

These acts create moments of warmth and connection in what can otherwise become a highly pressured environment.

Treats also encourage social interaction among colleagues. Sharing food often brings people together informally, helping to strengthen relationships and improve teamwork.

Conversations that happen over coffee

or snacks can build trust, reduce tension, and create a friendlier atmosphere across departments. In turn, this can improve communication and collaboration.

Furthermore, providing occasional treats can demonstrate that an organisation values staff wellbeing. Employees are more likely to feel motivated and engaged when they believe their efforts are noticed. When I go onto LinkedIn, I regularly see posts (and photos) from people saying how chuffed they were to receive a box of treats from their employer recognising an achievement or an important work anniversary.

However, treats alone are not enough to maintain morale. They are most effective when combined with fair leadership, manageable workloads, and genuine respect for staff. If used thoughtfully, workplace treats can act as small but meaningful morale boosters, adding a touch of humanity to the working day and helping employees feel more connected to their organisation.

NOTES FROM THE DIRECTORS

IMPORTANT PLANNING POINTS

At the risk of being repetitive and boring, just a couple things to consider with regards to this year's new intake.

If you are a Levy payer that fully utilises your Levy pot, the 25% employer contribution comes in for new starts from the 1st August. We have a number of clients who have accelerated this year's new intake start date from August/September to July to capture the current 5% rate.

If you are a non-levy paying SME and your new apprentice will be aged 22 to 24 you may wish to consider delaying their start date to August in order to benefit from the extension of the 0% employer contribution to this age bracket.

Please speak to your apprentices' personal tutor at induction about how long you want the apprenticeship to last. The minimum duration has been reduced from 12 months to 8 months. If you anticipate that they might progress to Level 7, what duration will allow them to complete and progress to Level 7 before they turn 22?

In line with the introduction of these shorter minimum durations, a minimum quantum of off the job training hours was introduced (278, 348, 348, 787 hours for Levels 2, 3, 4 and 7 respectively). This has meant that the "6 hours per week" rule and the requirement to increase the duration pro-rata for part time working has been dropped.

However, NB, the planned duration must reflect the ability of the apprentice and also your business need. You want to get maximum value from your apprentice in the workplace.

Don't forget to check when your school leaver turns 19 so that, if possible you can start their apprenticeship before this to ensure eligibility for the £1,000 employer **incentive**.



A non-levy paying SME employer will earn a £2,000 employment bonus if their apprentice is aged 16-24 and commences their apprenticeship on or after 1st October this year, provided they were employed in July or afterwards.

However, if your apprentice is ready to start in July or August you will need to balance the benefit of the £2,000 bonus for the October start with the cost of delay. Where you require your new intake to have a 3 to 6 months' probation before they start, the delay will work well.

The point I think I am trying to make is "don't let the tail wag the dog". Funding and incentives are an important factor but getting good staff and developing them successfully is the priority.

For those in accounting practice, do consider using our **Balancing Act self- study course** to get them up and running as quickly and effectively as possible. If you are accelerating the start date to July, this is a good way of making best use of this early start and also of obtaining valid evidence of learning in July for DfE compliance purposes.

ASK US...

Given how many changes are happening in terms of funding, syllabuses and apprenticeship standards and assessment, please don't hesitate to pick up the phone (01392 435349) and ask us about them and how best to navigate them.

PROFIT AND LOSS ACCOUNT

QUOTES OF THE QUARTER



"The greatest glory in living lies not in never falling, but in rising every time we fall."

Nelson Mandela

"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."

Charles Darwin

"Successful people do what unsuccessful people are not willing to do. Don't wish it were easier; wish you were better."

Jim Rohn



MAKING MORE OF ME!

High Performance

Lessons from the Best on Becoming Your Best

Jake Humphrey and Prof Damian Hughes

High performance isn't born. It's made.

This book uncovers the eight essential habits of the world's leading sportspeople, coaches and entrepreneurs. From taking responsibility for your situation to finding your 'Trademark Behaviours', it reveals how the world's highest-achieving people unlocked their potential - and how you can too. Anyone can learn the secrets of high performance.

High Performance will help you think clearly, act decisively and keep calm under pressure. If you want to stop making excuses and take responsibility for your life, I recommend you read this book.

ANT MIDDLETON

This book captures so many different lessons from so many remarkable people. It will help every reader apply these insights to their own lives - so they can become high performers themselves.

ADAM PEATY

High Performance will help you recognise your inner strength and celebrate your achievements. It's inspiring, exciting and massively motivating.

FEARNE COTTON

This amazing book will teach you the mindset and habits of champions. High Performance has already impacted some of the best players and coaches across the world, but Jake and Damian's insights are equally valuable to people from any walk of life. I urge you to open this book and open your mind to the lessons within.

FRANK LAMPARD

A powerful book containing powerful tools to create high-performing cultures.

JAMES TIMPSON



We were fortunate enough to have seen Jake Humphrey and Damian Hughes on stage a while back and they were excellent.

In addition to reading their book, they also have a great podcast that features conversations with top performers in every field, from sport to entertainment, business, health and wellness (just go off and make a cuppa when the ads come on).

PROFIT AND LOSS ACCOUNT

AAT NEWS AND UPDATES

Traditional Taught Day Release courses in Taunton

Earlier in the year, we were advised that Richard Huish will no longer be enrolling anyone on an Accounting Apprenticeship, i.e. Levels 2, 3 and 4.

I think that the reason for this is that they are expanding other areas of their school age delivery and are therefore running out of space. Somerset College (in Taunton) and Bridgwater College had already ceased offering it.

We have decided to fill the gap in this provision and with effect from September this year we will be delivering traditional taught day release classes in Taunton for both Level 3 and 4. These will be at our current venue, The Albemarle Centre, which is close to the train station, bus station and car parks.

This will be in addition to our current 1:1 tutor supported Tuesday training sessions.

As demand for Level 2 intake is very low, we will recommend that anyone wishing to start at this level, enrolls on our Tuesday 1:1 sessions. They can then progress to Level 3 on the day release taught classes if they wish to.

If you are an SME, non-levy payer, taking on a new apprentice aged 16-24 from July onwards and delaying their apprenticeship start date until 1st October in order to benefit from the £2,000 employment incentive, we will be happy for them to attend the training sessions with us during September so that they don't miss the start of the course.

We can get everything set up to enrol them on their apprenticeship on or soon after 1st October.

If they were aged 24 when employed (on or after 1st July) but turn 25 by 1st October, employers will still be eligible for the £2,000 employment incentive but will lose the benefit of the 0% employer contribution (therefore costing £350 for Level 2 or £600 for Level 3).

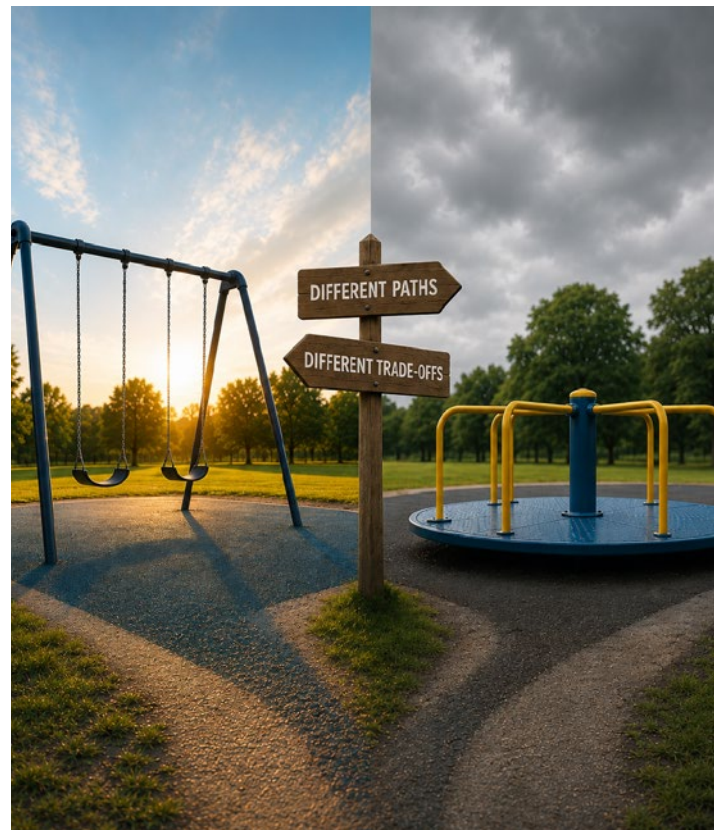
Also - just a reminder that the new Level 4 syllabus comes in on 1st September, at which point students won't

be able to register under the current syllabus. If any of your students have started on their Level 4 studies, or plan to before 31st August, it is essential that they register with the AAT for their level 4 by then.

Since our last newsletter, the AAT have advised that training providers are not allowed to provide formal teaching until then, but we are allowed to provide access to the learning materials.

Students have until 31 July 2028 to complete their AAT under the current syllabus. There are transitional arrangements, however, given these timescales, it makes sense to complete the current qualification once it has been started.

Full details of the Level 4 syllabus and comparing it with the current syllabus can be seen in our last Newsletter.



PROFIT AND LOSS ACCOUNT

STUDENT SPOTLIGHT ON...

Alfie Weston:

I have always enjoyed working with numbers and had a strong interest in Maths throughout school, alongside studying Business both at school and during sixth form. However, after starting sixth form, I realised that the traditional academic route was not the right fit for me and decided that an apprenticeship would allow me to gain practical experience while continuing my studies.

I began my accountancy apprenticeship with Focus Financials and started studying towards my AAT qualification. Since beginning my apprenticeship, I have developed both my technical knowledge and confidence within the workplace, while gaining valuable hands-on experience in accounting and finance.

Throughout my apprenticeship I have received excellent support from both my colleagues and tutors, which has helped me progress in my studies and day-to-day work. I have enjoyed being able to learn in a real working environment while continuing to develop my knowledge through my studies.

Tutor Ceri said: Alfie has shown true commitment to his studies throughout his apprenticeship, applying himself well to each of the modules, and achieving good results. Alfie has also developed a wide range of skills in his workplace and has become a much-valued member of his team. I enjoy our catch-ups where Alfie always has a smile and something to say about the latest football scores! I look forward to continuing on this journey with him. Well done Alfie.



ALFIE WESTON

STAFF SPOTLIGHT ON...

Jenna Mayne (AAT Head of Faculty / Senior AAT Tutor):

For as long as I can remember I have wanted to be a teacher and have worked for training providers whilst also studying my AAT.

After completing my degree, I then went on to join Accountancy Learning in 2014, and rejoined in 2016 after a short spell of working in Management Accounting for the local college – I realised whilst I loved working with numbers, working with others and helping them to achieve their goals is where I needed to be.

My role has developed since I started and I am now in a more senior role. This has been a stretch and a challenge (in a good way), but I enjoy still being able to work with students, in their best interests, as well as supporting the team with things they may need.

I am heavily involved in the mock interviews process and helping apprentices prepare for their End Point Assessments – it's been a joy to hear about their experiences in their roles and help them to be able to shine, it definitely adds to the job satisfaction!



JENNA MAYNE

Likes: Being out, going to the beach and different theme parks.

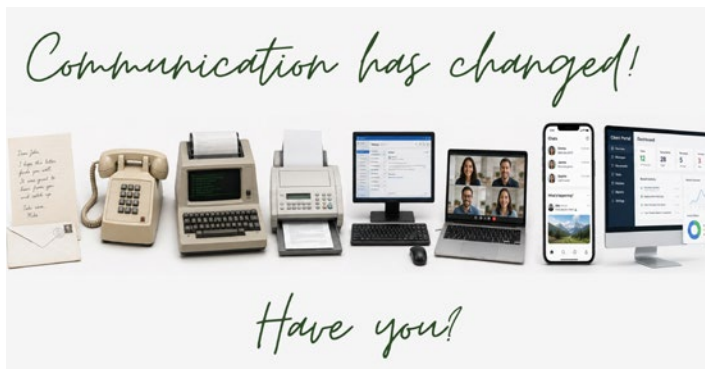
Dislikes: Rainy weather.

Most Embarrassing Moment: Being at a theme park with friends and misjudging the bumper boats and ending up in the water.

PROFIT AND LOSS ACCOUNT

BUSINESS FOCUS

From Letters to Live Chats: Why Nostalgia Won't Work For Today's Clients



It is easy to feel nostalgic about the days when communication seemed simpler. In the 1980s, most business communication happened through letters, landline phones and face-to-face meetings.

Then came Telex, fax, email, mobile phones, text messages and today we use portals, apps, video calls, chatbots and messaging platforms.

Looking back, there may be something rather appealing about the simplicity of it all. A letter arrived. A phone rang. A meeting was booked. Everyone broadly understood the rules.

Although the past may feel simpler, it certainly was not always better because communication could be slower, less accessible and far less convenient. Today's clients, customers and colleagues expect speed, clarity and choice.

They're used to booking holidays online, tracking deliveries in real time, managing banking through an app and receiving instant updates from organisations they trust.

So why would they expect anything less from their accountant,

adviser or professional service provider?

This is where generational thinking becomes useful, as long as we don't fall into stereotypes and generational unconscious bias.

Some people still prefer a phone call because it feels personal and reassuring, and others want an email because it creates a useful record as well as being what they are used to.

Some are comfortable using client portals and cloud software while others may ignore a portal notification but respond quickly to a short message.

These preferences may be influenced by generation, but the key is not to decide that one channel is right, and another is wrong, or specific to a generation. The key is to understand that modern communication needs to be more inclusive and most importantly personalised.

In accountancy, this matters even more as the UK moves further into digital systems such as Make Tax Digital. Some clients will need more support, explanation and reassurance than others who will embrace the change quickly. That's not necessarily a technology issue, it could be a communication issue.

The firms that succeed will be the ones that adopt an omni-channel approach: email, phone, video, portals, webinars, written guides, short updates as well as human conversations where they are needed.

We can enjoy the nostalgia of simpler times, but we cannot build our communication strategy around it.

Today's clients expect us to be current, accessible and easy to deal with. And if we want to serve every generation well, we need to meet them where they are, not where communication used to be, or for that matter where we used to be.

Enjoy your sherbet dip but update that portal too!



PRESENT YOURSELF

Alastair Greener has over 25 years' experience as a speaker and TV Presenter. As a communications expert he delivers a range of live and virtual keynote speeches as well as leading insightful, interactive and inspiring workshops (in person and online), in confident & effective communication. You can find out more at presentyourself.co.uk and look for the "Present Yourself in A Minute" video series on YouTube.

PROFIT AND LOSS ACCOUNT

JOKE OF THE QUARTER

The Biscuit Tin Mystery: An accountant is called into the office kitchen after repeated complaints about missing biscuits.

The manager says, "Every Friday the chocolate digestives disappear before lunchtime. We need answers." The accountant adjusts his glasses. "I'm sure there's a logical explanation."

So the manager installs a hidden camera. The next week, they gather everyone together to review the footage.

At 10:03, the accountant opens the tin.

At 10:04, he takes one biscuit.

At 10:05, he replaces it with a plain rich tea.

At 10:06, he carefully rotates the tin so nobody notices.

The manager looks horrified. "You swapped them?"

The accountant nods calmly. "It's called depreciation."



THE RUMOUR ROOM

There is a rumour going round that Simon and Prue no longer work on a Friday. Please will someone tell them as they don't seem to have heard it!?! Have they spotted how active David Attenborough still is and how alert and animated he still looks - definitely not an advert for early retirement. Sorry team!?!



DID YOU KNOW...

Pineapples Were Rented for Parties: In Georgian Britain, pineapples were so rare and expensive that people rented them as table decorations for parties instead of eating them.

Coffee Houses Were Nicknamed "Penny Universities": In the 1700s, for the price of one coffee, people could sit in coffee houses discussing politics, science and gossip for hours. They became fashionable intellectual treats.

Live Birds Hidden Inside Pies: In medieval and Tudor banquets, some wealthy hosts served giant pies that released live birds when cut open. It was less about eating and more about astonishing guests.

Black Teeth Became Fashionable: When sugar first became fashionable among the Tudor upper classes, rotting black teeth became associated with wealth because only rich people could afford large amounts of sugar.

Nutmeg Was Once Kept Under Lock and Key: In the 1600s, nutmeg was so valuable that wealthy people carried tiny personal graters and locked the spice away like jewellery.

Turtle Soup Was the Height of Luxury: By the 18th century, turtle soup became a wildly fashionable British delicacy among wealthy households, despite most people never having seen a turtle before.

Victorians Ate Ice Cream from Street Sellers: Long before refrigeration, Victorian street vendors sold ice cream from glass cups called "penny licks." The cups were often poorly cleaned, spreading disease.

BALANCE SHEET



ON THE HR FRONT



The pen is mightier than the pay rise?

With cost pressures coming from every angle, from additional sick pay to higher energy bills, you may find it difficult to offer the pay rises your team want right now. But could the answer to any dissatisfaction already be budgeted for?

A survey by an insurance company in 2025 found that 67% of staff did not know what was in their core benefits package. And when asked about why they weren't using certain benefits, about 40% didn't realise they had them.

This suggests that getting that metaphorical pen out and drafting regular internal comms like a newsletter could be a wise idea for informing staff on the total remuneration package you already offer.

Employee benefits are usually a win-win where you can provide added value by bulk purchasing and achieving tangible benefits for them that would cost much more if they were to buy them independently. While few would turn down a pay rise if it were offered to them, they might feel better about not receiving one if they realised they were benefiting in many other ways.

Allergy season

New seasons... If you are a sports fan, you'll look forward to one with blind optimism: "This will be my team's year!" If you are a Bridgerton fan, uncontrollable anticipation: "What's going to happen with Francesca and Michaela?"

If you are a hay fever sufferer, not so much. Sneezing, itching, impossible to breathe... a new season brings nothing but suffering while others are enjoying the sunshine! If you have got employees in this situation, helping them with reasonable adjustments may give a major boost in their productivity – and show you care. From simple things like having tissues and hand sanitiser nearby to more formal approaches like risk assessments and staff training – especially if their work unduly exposes them to allergens.

Burnout vs Boreout

Just about everyone knows the term burnout. But despite being coined as far back as 2007, you mightn't have heard of boreout. It's burnout's polar opposite: not enough work or dynamism, but strangely it shares some of the corporate symptoms like stress, poor health, absenteeism and staff turnover. In other words, it is something to address.

At boreout's heart is a feeling of lack of importance and value. Sometimes employees may lean into this appearing to be more busy than they really are. We all know someone like that!

There are numerous strategies you could follow to counter it. How about mixing up workflows; advertising for volunteers for special projects to drive the business forward; job crafting where employees shape their own job description (won't always be possible)? If nothing is working, some more robust line management may be required if you want to regain control of the situation.



HR Dept – Somerset
Tel: 0845 634 9164
E-mail: hrteam@hrdept.co.uk
Cranmer House,
38 Priory Avenue,
Taunton, Somerset TA1 1YA



HR Dept – Exeter
Tel: 01392 349560
E-mail: exeter@hrdept.co.uk
Basepoint Business Centre,
Yeoford Way, Marsh Barton,
Exeter EX2 8LB

HOW DID THAT WORD COME ABOUT?

Treat: The word treat has surprisingly formal origins. It comes from the Old French *traiter*, meaning "to deal with" or "to negotiate," which itself derives from the Latin *tractare* – to handle or manage. According to the Oxford English Dictionary, the word entered Middle English in the 14th century with meanings linked to discussion and hospitality.

By the 16th century, its tone began to soften. To "treat" someone increasingly meant to entertain or provide something enjoyable at your own expense. Over time, this evolved into today's meaning – a small indulgence, often food or drink. A word once rooted in negotiation has become firmly associated with life's little pleasures.

BALANCE SHEET

NEWS FROM ALHQ

It's been a busy time on the team front as we give a big welcome to:

Sharon Satterly (AAT Tutor): Sharon started her accountancy career at 18 and over the years has progressed through a variety of roles, from running her own bookkeeping practice, working for large corporations in finance, teaching AAT at colleges, and degree programmes including Accountancy and Finance modules at the University of Plymouth. She was fortunate enough to teach accountancy in Sri Lanka in 2024, which was both exciting and rewarding, and fulfilled another long-time goal of hers.

Meghana Ransing (AAT Tutor): Meghana joins us with 12+ years' experience managing business finances, including payroll, VAT, tax, and reporting. She has been a business owner, NCAF Treasurer, Kumon Study Centre Lead Instructor, and international trainer. Passionate about teaching, digital learning, and helping apprentices connect accounting theory to real-world workplace settings.

Bradley Goldsworthy (Talent Programme and Internal Training Manager): Bradley has spent the past 14 years working across the further education and training sector, building a career that brings together teaching, consultancy, safeguarding leadership and quality assurance. Bradley is a qualified teacher, assessor, IQA and Lead IQA, with a strong track record in raising standards, supporting teams and ensuring high quality learning experiences.

Sidharth Vasudevan (p/t Digital Learning Systems Assistant): Sid is originally from Kerala, India and moved to Exeter in September 2025 to pursue his postgraduate studies at the University of Exeter, having completed an undergraduate degree in Computer Science Engineering. Previous roles have mainly involved working as a data engineer.

Tom Stobart (p/t Digital Learning Systems Assistant): Tom moved down from Edinburgh to Exeter in 2023 to begin studying for his BSc in Computer Science studies at the University of Exeter. He has always had an interest in developing teaching resources to help make them more digital and engaging.

Also, a huge welcome back to **Annie Armstrong (Apprenticeships Contract and Compliance Manager):** following her maternity leave and the birth of baby Lottie (a little sister to brother Charlie). Additionally, temporarily leaving us to go on maternity leave was **Emily Cornish (AAT Tutor)**. In fact, she didn't quite make it to her planned leave date as baby Charlie decided to arrive early! Mum, Dad and Charlie are all doing well.

There was also a sad farewell to **Chrissy Churchward (AAT Tutor)** who had been with us for 8 years – she has moved on to her dream job as a full-time data analyst (a role she had on a part-time basis with us) and we are all delighted for her.



SHARON SATTERLY



MEGHANA RANSING



BRADLEY GOLDSWORTHY



SIDHARTH VASUDEVAN



TOM STOBART

Community Engagement Afternoon!

After our full staff meeting in late March, the afternoon was dedicated to giving back, with AL providing time for everyone to get involved in a cause of their choice. Here are just some of the things the AL team got up to:

The Plymouth team (Victoria, Ros, Jenna, Rachael and Pete) and some of the Exeter teams (Ruth, Eleanor, Vicky and Antonio) got stuck in with a litter pick, helping to keep our local areas clean and tidy. Dale spent the afternoon continuing his role as Treasurer for Exeter Pride, Sarah donated 30 hand-crocheted baby hats to Ten Little Toes Baby Bank, and Rachel donated books and puzzles to a charity supporting blind and visually impaired people. A fantastic effort all round.



BALANCE SHEET

THE CAT'S CLAUSE



The Cravendale Cats!



If there's one group of cats who truly understand the value of a Great British treat, it's the unforgettable felines from the Cravendale adverts.

In a brilliantly bizarre campaign, these wide-eyed cats (complete with opposable thumbs) were on a mission - to get their paws on Britain's favourite milk. Their logic? If humans guard it so closely, it must be worth having. Cue elaborate schemes, stealthy planning, and the now-famous rallying cry: "Cats with thumbs!" (headed up by cat Bertrum in their 2011 TV campaign).

Milk might seem simple, but in Britain it's the backbone of so many small treats - tea, cereal, biscuits dunked just right. And these cats knew it. Their obsession turned an everyday staple into something almost luxurious.

A reminder, perhaps, that sometimes the best treats aren't the fanciest - they're the ones we reach for every day... even if we have to outsmart our cats to enjoy them.

SMALL TALK

People Once Paid to Watch Eggs Hatch: In Victorian Britain, "hatching machines" were displayed at fairs and exhibitions where crowds paid to watch chicks emerge from eggs. For many people, this counted as exciting family entertainment and a genuine treat.

Medieval "Ale Tasters" Had a Very Strange Job: Official ale tasters tested beer quality by pouring ale onto wooden benches while wearing leather trousers. If the bench became sticky enough for their trousers to stick slightly, the ale contained enough sugar and was considered acceptable.

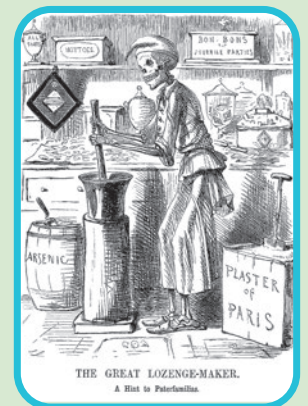
Britain Once Had "Cake Frauds": In Victorian Britain, some bakers were caught using mashed potatoes and plaster powder to bulk out cakes and pastries more cheaply. Food safety laws were so poor at the time that customers often had no idea what they were really eating.

Humbugs Caused a Sweet Shop Scandal: In 1858, a sweet maker in Bradford accidentally used poisonous arsenic instead of harmless powdered sugar when making peppermint humbugs. The incident shocked Victorian Britain and helped lead to stricter food safety laws.

Salt Was Once a Seating Plan: At medieval banquets, where you sat in relation to the salt cellar showed your social importance. Sitting "below the salt" meant you were of lower status than the important guests at the top table.

Mead Was the Original Celebration Drink: Before wine became common in Britain, mead - made from fermented honey - was often served at weddings and festivals. Some historians believe the term "honeymoon" may have links to newlyweds drinking honey-based mead for a month after marriage.

Cadbury Once Tested Chocolate on Sheep: During early experiments with chocolate production, workers at the Cadbury factory reportedly fed chocolate mixtures to sheep to see whether ingredients were safe and palatable before mass production methods were refined.



By John Leech - First published in Punch (London), 1858.

BALANCE SHEET

SWAAN SONG?

The South-West Apprenticeship Ambassador Network (SWAAN) is one of nine regional networks funded to champion apprenticeships across the region.



Bringing together Employer, Partner and Apprentice Ambassadors, SWAAN helps raise awareness of the value apprenticeships bring to individuals, businesses and communities.

The Apprenticeship Ambassador Network (AAN) is a network made up of employers and current and former apprentices. Ambassadors volunteer their time to inspire and motivate the apprentices of tomorrow.

Apprentice ambassadors support a variety of events and activities that aim to share their experience as an apprentice to inspire and inform future apprentices in making informed career choices.

The role includes:

- in person and online presentations at local schools or colleges
- attending and speaking to people at career events
- supporting mock assessment centre workshops
- participating in social media campaigns
- sharing experiences using blogs, videos, and formal case studies



Ambassadors are invited to take part in various projects and campaigns. Previous members have presented at awards ceremonies, spoken in the House of Commons, attended high profile events and more.

As an apprentice ambassador, you will boost your professional and personal skills, build your network, access fantastic training and development resources and more.

The network supports its ambassadors through regular e-news bulletins, quarterly online meetings, an annual regional conference and opportunities to share good practice, advice and peer support. SWAAN also works proactively with employers, schools, colleges and careers services to promote apprenticeships, connect people with inspiring ambassador stories and encourage wider engagement.

The new Ofsted Inspection Framework includes as one of its main areas the assessment of Apprenticeship Participation and Development. One of the assessment criteria specifies:

"Leaders generally understand learners' and apprentices' wider development needs. *They provide suitable opportunities for groups of learners and apprentices to take part in citizenship programmes, volunteering and/or leadership-related activities, which prepare them well for the future.*"



Encouraging your apprentices to engage in SWAAN would be an ideal of way of developing a range of personal skills that will be invaluable for your apprentices' development and future success and hopefully this feeds through to their performance in the office. When attending the PQ Awards dinner with Ed and seeing him win the Accounting Apprentice of the Year Award, one could see him visibly grow in confidence and self-belief and this shines through at work.

Membership of SWAAN is free for eligible ambassadors who actively support and promote apprenticeships in their organisations and communities. With ambassadors based across the South-West, SWAAN continues to build a strong regional voice for apprenticeships.

To find out more or apply to join contact info@southwestaan.com.

Alternatively drop an email to Glenn at glenn@accountancylearning.ac.uk and he can chat through what is involved.

Where our own apprentices are involved, we are very keen for their personal tutor to be aware so that they can provide support and also ensure it is reflected in their apprenticeship portfolio and raised in their End Point Assessment Professional Discussion.

NOTES TO THE ACCOUNTS

THE EMPLOYER SPOTLIGHT



Jasun Envirocare plc

Jasun Envirocare Plc was first established in London (UK) in 1972 and, due to expansion, moved to Bridgwater in Somerset in 1987.

In 1999 it launched www.jfilters.com, making it the first air filters company worldwide to offer its full range of products online. The company has a proud history and reputation as a provider of quality bespoke and standard filtration products and services.

Envirocare Services Limited was established in Hampshire (UK) in 1990 and developed an excellent 'green credentials' reputation in providing air hygiene and water treatment solutions and services.

In 2010 Jasun Filtration Plc Joined forces with Envirocare Services Limited to create Jasun Envirocare Plc. It is still a UK owned and managed business.

Their Finance Director, Charles Chandler, was in fact one of our apprentices many moons ago, completing his AAT with us before progressing to ACA. I remember him well!?! It is really rewarding for us as training providers to see our students grow and achieve and ultimately become clients.

Why do Jasun Envirocare believe they are special?

- Our in-house expertise puts us at the forefront of innovation in the commercial air hygiene and water treatment industry.
- We provide a 'one-stop-shop' for filter supply, distribution and installation to meet all commercial air hygiene and water treatment needs.
- We deliver clean air where it matters.

- We provide air filters, clean ductwork, monitor indoor air quality and validate Clean Rooms.
- We manage water hygiene systems by monitoring, cleaning and refurbishment of commercial water systems.
- We have a proven track record in providing fast turn-around, from order to delivery.
- We manufacture and supply filter products that meet International Organisation for Standardization (ISO) and European (Eurovent) requirements.
- We provide a customer care and advice service that is rapid in its response and effective in meeting the challenge.

We aim to provide our customers with the 'peace of mind' that they are complying with all statutory regulations in: protecting the environment; caring for the health and safety of employees and the communities in which we live."



NOTES TO THE ACCOUNTS

"EVERY PICTURE TELLS A STORY".....

In the last edition we reported that we had been shortlisted for two AAT Training Provider Awards, the winners to be announced at the AAT TP Conference in March. Although we didn't strike gold with these, we did at the PQ Magazine Awards in April.

Edward Gleeson, of PKF Francis Clark, won the PQ Magazine Accountancy Apprentice of the Year Award, with Prue, Lianne and me there to cheer him on. Ed completed his Level 3 and 4 Apprenticeship with us and has recently progressed on to his Level 7 ACA Apprenticeship.

The evening was a fantastic celebration of talent, dedication, and achievement across the industry – and the highlight for us was seeing Ed take home this well-deserved award.

Ed shared that "The knowledge and skills I gained during my apprenticeships with Accountancy Learning have provided a strong foundation for this next step, and I am excited to take on the challenges ahead. I am grateful to the Accountancy Learning team for their support."

If you don't enter, you can't win! We have submitted entries to the PQ Awards for many years and have regularly been shortlisted, although until now have always come away as the bridesmaid and not the bride. However, one must persevere and keep entering.

We are obviously really chuffed with Ed's achievement, but we are also really pleased that he was prepared to let us enter him for this award and are grateful to his employer to support him. Attending the event was in itself a great learning opportunity for him and being nominated and then winning was icing on the

cake, plus a cherry on top! It was a great networking opportunity for him and he made the most of it, meeting up with lots of other awards entrants from across the profession.

Many of you will have apprentices / team members with oodles of talent and who contribute to the business or their community in lots of different ways. We should all find time to recognise this and celebrate their contribution and achievements. Not only will this encourage them it will inspire others to stretch themselves.

Too often we live in a bubble. By hearing and seeing what others are doing, opens up possibilities of what we too can achieve. As they say "If you want something done, ask a busy person."

Be busy and do keep us posted on any awards your apprentices enter for, and get shortlisted for or, better still, win!



DINGBATS

Remember the 'Great British Treats' theme...

Answers from previous edition:

1. Behind the scenes
2. Under the radar
3. Star in the making



NOTES TO THE ACCOUNTS

LEARNING IS FOR LIFE

"Branching Out"?!?!?!?

At the AAT Branch Network held in Exeter on the evening of 11th March, I was surprised and disappointed to hear that the AAT Exeter Branch was the only AAT Branch still active in the South-West.

I was heavily involved in the ICAEW local District Society and got a lot out of it – not just in terms of networking but also in terms of having the inside track on developments in the profession and hopefully influencing them in some small way (although probably just liking to think that I had!).

In my "Year" we introduced a new members ceremony in the SW which enabled us to recognise those who had successfully made it to the end of their studies!

It is tempting for students to see qualification as their ultimate goal but in reality it is just the start of one's career. It provides the technical knowledge and skills that provide the foundation for one's future career in the profession. It is then built on by applying those skills in practice much of which will involve dealing with people. People skills are therefore crucial.

I have attended the quarterly AAT branch events in Exeter for a number of years now and there has been a regular core of contributors to the Branch Committee.

It is good to see Alyson Maguire taking on the role of Chair for the coming year. Alyson was an apprentice with us for both her AAT and ACA. It is great that she is still so supportive of the AAT.

It is very easy to allow life to take over and think one doesn't have time to get involved in such things. However, in my experience "If you want something done, ask a busy person"!

Do encourage your qualified AATs to get involved in their local branch and to go with lots of ideas on how to support both qualified AATs and students/apprentices in their patch. If they are not sure how to get involved, or if there is no local branch, then do get in touch with me (Simon) and I shall put them in contact with the relevant person at AAT. I say "me" but Lydia also attended the AAT

meeting on the 18th, along with Ceri and Victoria and I am encouraging her to get involved too!

One of the things they discussed at the last meeting was attending careers events at local schools. I am aware that a number of you already support these, taking both qualifieds and trainees.

If you do, do please let me (Lydia) know as we would like to build a map of the careers support provided by our clients and provide support ourselves wherever possible.

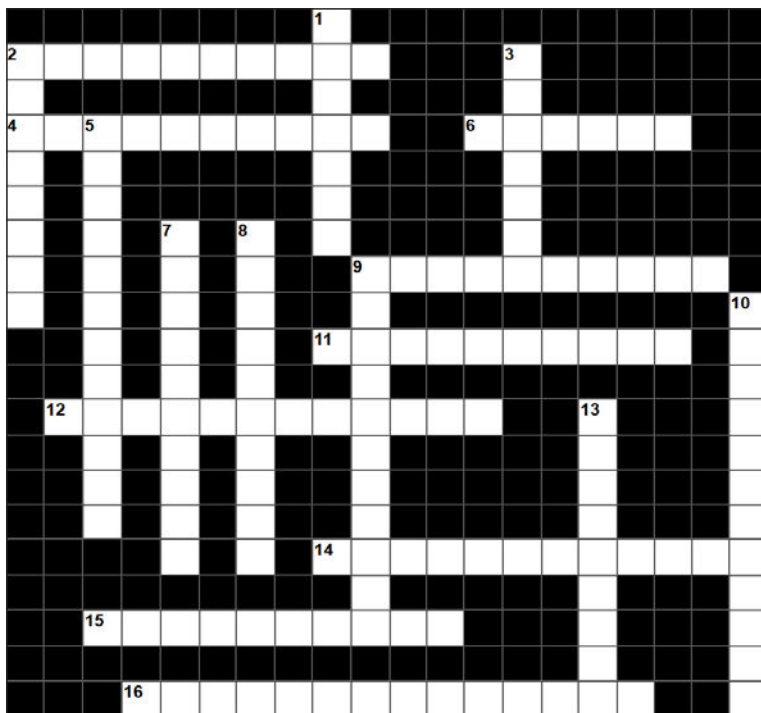
PS It is also great evidence for an apprentice's portfolio.

PPS Will Lydia ever speak to me again???



NOTES TO THE ACCOUNTS

CROSSWORD!



Last Issue's Answers

ACROSS:

1. Credit controllers 3. Bank of England
4. Warren Buffet 5. Hedger 6. Milton Friedman
9. Auditor 10. Accountant 12. Milky Way
13. Bookkeeper 14. George Soros
15. Kalamazoo 16. The Pleiades

DOWN:

1. Central Bank 2. Stock Exchange
6. Mortgage broker 7. Actuary
8. Clearinghouse 11. Trustee

No correct crossword solutions this month – hopefully the theme for this edition is a little more to your liking – who doesn't like a treat!

Clues 'The Great British Treats'

Across:

2. These chocolate bars rhyme with hurly-burly. (5,5)
4. You'll find this flaky pastry at the confluence of the M60, M62 and M602. (6,4)
6. Ebenezer Scrooge said it but would probably bah you from eating it! (6)
9. Not a long loaf. (10)
11. One of these is normally enough for a mouthful. (10)
12. A shortcrust pastry cooked to perfection in the Peak District. (8,4)
14. Harry Ramsden was pretty partial to this staple of the UK diet. (4,3,5)
15. A confused lady creaks when eating these doughy delights! (5,5)
16. Prince Albert probably had this when having tea with his wife. (8,6)

Down:

1. Back out when just under a century in order to eat this ice cream before it melts. (5,2)
2. Even when confused, our care team really enjoy this Devonshire favourite. (5,3)
3. Best eaten toasted with melted butter running down through its holes. (7)
5. A Penzance local might look pale and sallow after eating this. (7,5)
7. These sweets may be little but they carry an affectionate message. (4,6)
8. Is this sugary confection a favourite of London veteran pensioners. (7,3)
9. Looks like Richard contracted measles when he ate this pudding. (7,4)
10. I'm never flustered or angry eating these at Easter. (3,5,4)
13. Sounds like hens will lay this north of the border! (6,3)

Email your solution to study@accountancylearning.co.uk by **30th June 2026**. As ever, there's a bottle of **Champagne** for the first correct solution.

Winner and the solution in the next issue.



COMPANY INFORMATION

WHENEVER YOU'RE READY, THERE ARE 3 WAYS IN WHICH WE'D LOVE TO HELP YOU STREAMLINE YOUR RECRUITMENT, INDUCTION AND TRAINING

STEP 3 - TRAINING

Accountancy Learning have four apprenticeship programmes. Depending on the skills and qualifications you require for the role, choose from:

- Accounts/Finance Assistant Apprenticeship (Level 2) (AAT)
- Assistant Accountant Apprenticeship (Level 3) (AAT)
- Professional Accounting Technician Apprenticeship (Level 4) (AAT)
- Accountancy / Taxation Professional Apprenticeship (Level 7) (ACA)

STEP 2 - INDUCTION

During the first couple of weeks of their induction, sign up your Level 3 or above trainees onto Accountancy Learning's **FREE** Bookkeeping Induction course, The Balancing Act. (£180 + VAT per employee if not part of an apprenticeship).

The aim is to train them in how to put together a set of final accounts. The apprentices should take up to 35 hours to complete the course and the end of course test.

The outcome will be one of two options:

- **FAIL** - Reconsider their career options. Save time and money by not trying to train someone who isn't going to make the grade.
- **PASS** - Great! Start charging out their time to clients. Give them accounting software training - we provide this for **FREE** (usual price is £290 for tutor supported training)

USE ACCOUNTANCY LEARNING'S FREE TALENT PROGRAMME SERVICE

STEP 1 - RECRUITMENT

Activity	Who	Cost
Create a job spec	Us and You	FREE*
Advertise the role (creating, placing, posting the advert)	Us	FREE*
Receive applications	You or Us	FREE*
Request CVs	You or Us	FREE*
Filter applications	You or Us	FREE*
Carry out initial interviews	You or Us	FREE*
Screen candidate using our online course, the 'Bookkeeping Aptitude Test'	Us	FREE*
Interview	You	
Make a job offer	You	
Start the role	You	

*These services from Accountancy Learning are free, providing you place your apprentice with us for their training. Otherwise, the cost is £500 per vacancy or if you want us to recruit into a non-apprenticeship vacancy.