


The top half of the cover features a dark green background with a faint, circular brain scan image. On the right side, there are several vertical bars of various colors (green, blue, orange, purple, pink) of varying heights. The UKCAT logo is a red rounded rectangle with white text.

UK Clinical Aptitude Test

Fairness

Wider participation

UKCAT Consortium

The bottom half of the cover features a close-up photograph of a female surgeon wearing a blue surgical cap and a blue surgical mask. She is looking directly at the camera with a serious expression. The background is a blurred operating room with other people in blue scrubs.

Annual Report and
Financial Statements
for the year ended
31 March 2015

www.ukcat.ac.uk



Fairness

Wider participation

Company Registration Number: 05620264

Charity Registered Number: 1133667

Company address:

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Contents

INTRODUCTION FROM THE CHAIR	4
TRUSTEES' REPORT 2015	6
Structure, Governance and Management	6
Induction of Trustees	6
Meetings	6
UKCAT Office	8
Pearson Vue	8
Risk Management	9
Objectives	9
Achievements and Performance	9
2014 Test Overview	12
Future Plans	17
FINANCIAL REVIEW	20
INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE UKCAT CONSORTIUM	22
STATEMENT OF FINANCIAL ACTIVITIES	25
BALANCE SHEET	26
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015	27
UKCAT CONSORTIUM	30
Charity Trustees	30
Company Secretary	30
Professional Advisors	30
Consortium Members 2014/15	31

Table 1 Subtest and Total Scale Score Summary Statistics: Total Group	13
Table 2 Subtest and Total Scale Score Summary Statistics by Gender: Total Group	13
Table 3 Cognitive Test Total Scale Score Statistics by Ethnic Group	14
Table 4 Total Scale Score summary statistics by NS-SEC Class	14
Table 5 Cognitive Test Total Scale Score summary statistics by age group and highest qualification	15
Table 6 SJT Total Scale Score summary statistics by age group and highest qualification	15
Table 7 Scale Score Reliability and Standard Error of Measurement for Cognitive Total Scale Score	16
Table 8 Scale Score Reliability and Standard Error of Measurement for SJT	16

Introduction from the Chair


This is my first annual report as Chair of UKCAT. I was elected to the position in December and I am proud to be taking on a leading role in an organisation I have supported from its inception. I am very much looking forward to working with the Consortium, the Board, the UKCAT office and Pearson VUE over the next years to continue to move the organisation forward.

I would like to record the Board's appreciation of the immense contribution Sandra Nicholson has made to the progress of the organisation during her two terms in the chair.

In December 2014 the terms of office for four directors came to an end. Paul Teulon, Fiona Stewart and I were elected and John McLachlan was re-elected to the Board by Consortium members. Sandra Nicholson was co-opted to the Board at its meeting in December 2014. Sandra agreed to take on the Chair of the Research Group and Martine Lowes has succeeded me as Chair of the Test Delivery Group. We are pleased to welcome Esther Hamilton Dick to the office team. Esther will be focusing on marketing and communications, working closely with Pearson VUE.

2014 testing presented some challenges which have been explored extensively. It was particularly disappointing that we were unable to use the Situational Judgment Test owing to an issue around marking and calibration. Steps have been taken to improve the quality assurance of elements of test publishing, to ensure that potential errors are identified in time to prevent recurrence of this issue.

At the December Consortium meeting we welcomed as keynote speaker Steve Barkley, who spoke about 'Similarities and Trends in Medical School Admission Tests'. Steve had previously worked at the Association of American Medical Colleges (AAMC) where he served as Director of MCAT Technology and Program Development. His session, welcomed by members, included discussion of the evolution of medical school admission tests. At the July 2015 meeting, Consortium members were able to contribute to the development of the UKCAT strategy and engaged in discussions regarding SJT research evidence and the proposals to replace the Decision Analysis test in 2016.



Liverpool and Birmingham Universities have joined the Consortium in 2015 and we look forward to welcoming Bristol and Buckingham in 2016. Four Universities have left the Consortium.

Elsewhere in the report you will be able to read about how our research portfolio continues to develop. We are particularly pleased to note the growing body of evidence in relation to the predictive validity of the test for medical and dental training. At the same time the test itself continues to develop and change in response to external drivers and the evidence we have regarding how the test works for our Consortium members.

The Board continues to deliver and develop its strategy, and remains focused on themes around research capacity building, developing test content and the candidate experience. Embedded within all these themes is a continued and fundamental commitment to widening participation.



Nigel Siesage
Chair, UKCAT

Trustees' Report 2015

The Trustees are pleased to present their Report and Financial Statements for the year ended 31 March 2015. UKCAT is registered with the Charity Commission under registration number 1133667. Details of the Charity's Trustees, senior staff, bankers and professional advisors can be found towards the end of this document.

The Trustees are responsible for ensuring that, for each financial year, financial statements are prepared which give a true and fair view of the state of affairs of the Charity at the end of that year and of the incoming resources and resources expended for that year.

Structure, Governance and Management

UKCAT is a company limited by guarantee governed by its Articles of Association which were revised and adopted by members in December 2009. The members of the Charity are those Universities who having joined the UKCAT Consortium use the test in admissions to medicine and dentistry.

The Charity Trustees comprise:

- seven persons elected by the members for a term of up to three years;
- the chair of the Medical Schools' Council;
- the Medical Schools' Council Executive Director;
- a person nominated by the Dental Schools' Council for a term not exceeding three years.

In addition, the Board may from time to time appoint up to four additional persons. Such Trustees shall hold office for a term of up to three years and shall be eligible for re-appointment.

When appointing Trustees the Consortium attempts to represent the geographical spread and diversity of Members. No more than two representatives or other members of staff from any Member shall be Trustees at the same time.

Induction Of Trustees

The Trustees are the Directors of the Company and are largely elected from the representatives of the members. They therefore tend to be familiar with Charity structures, objectives and operations. On appointment Trustees and representatives are provided with relevant information regarding the Charity together with recent minutes of relevant meetings and the annual report. Directors are provided with information from the Charity Commission's website regarding their role as Trustee.

Meetings

The Board meets approximately every two months. The Board sets the strategic direction for the Charity. Operational matters are delegated to the Board's sub-committees and to the staff of the organisation.

The Board is responsible for:

- determining annual objectives and monitoring performance against them;
- ensuring effective organisational planning to achieve the objectives;
- monitoring resource allocation and ensuring adequate resources are available for the delivery, development of the test and research agenda;
- promoting the organisation to the outside world and to identified stakeholders;
- liaising and communicating with Consortium members to ensure their needs regarding test delivery and aspirations regarding test development are met.

There are three groups to which the Board delegates areas of work:

Test Delivery Group

The group is responsible for overseeing the logistics of delivering the test and distribution of results and recommending policy to the Board, as appropriate, on all delivery matters including:

- Setting the testing timetable on an annual basis;
- Overseeing the process of delivering the test (including the process of registration);
- Ensuring that there is sufficient capacity for candidates wishing to take the test;
- Overseeing the delivery of results to consortium medical and dental schools;
- Reviewing test delivery on an annual basis and identifying areas for improvement;
- Working with Pearson VUE to address any incidents which occur in relation to test delivery;
- Overseeing the implementation of the UKCAT Communication Policy with regard to communication with candidates, schools, consortium members and external stakeholders.

Test Development Group

The Test Development Group works with Pearson VUE and other experts in the field to develop each of the UKCAT sub-tests to enable them to be fit for purpose for use in admissions by medical and dental schools. To achieve this, the group:

- Receives a detailed annual report of statistics relating to each round of testing including data regarding item performance, 'fairness', performance of different subgroups of candidates
- Considers recommendations for changes to the test based on annual statistics or developments in computer based testing nationally and internationally
- In conjunction with the Research Panel, identifies and takes forward relevant research related to the development of the test.

Research Panel

The Panel supports the Research Lead in creating and delivering the UKCAT Research Strategy with a particular focus on:

- establishing and overseeing the governance framework for all UKCAT related data collection and research activity;
- maintaining the UKCAT database(s);
- commissioning and selecting short term studies to achieve UKCAT's objectives (such as widening participation and non-cognitive attributes);
- planning longitudinal cohort studies to establish the predictive value of the test;
- liaising with other bodies (such as Medical Schools Council, General Medical Council) on opportunities to create a linked postgraduate follow-up mechanism.

UKCAT Office

The Chief Operating Officer (COO) and the UKCAT Administrator are responsible for the day to day running of the test and supporting operations. They are employed by the University of Nottingham and support the work of UKCAT through a service level agreement that is reviewed on an annual basis.

The COO's main duties include the following:

- Acting as the main contact with Pearson VUE which delivers the test on behalf of UKCAT – resolving issues directly unless the issue was significant enough to warrant escalation to the Chair or other board member.
- As Company Secretary, leading on appointment of members and Trustees, arranging induction, ensuring decisions made by the Board and Consortium are in line with the Charity articles
- Monitoring budgets and reporting on these to the Board
- Ensuring systems are in place to ensure good standards of financial management
- Leads on any liaison with solicitors, auditors and the company bank.
- Responsible for ensuring that alongside the UKCAT Administrator, the work of the Board and its sub-groups is supported and ensures that decisions are acted upon in a timely fashion.

Pearson VUE

The test is delivered on UKCAT's behalf by Pearson Driving Assessments Limited (Pearson VUE). UKCAT entered into a contract with Pearson VUE regarding the development and delivery of the test in 2006 for a period of five years. In 2011 UKCAT issued a tender for the delivery of these services beyond December 2011. Pearson VUE was successful in being awarded the contract for delivery of testing services for a further five years.



Risk Management

The Board reviews risks to UKCAT formally on an annual basis. Risks are regularly assessed on an informal basis by the Board and its subcommittees with a particular focus placed upon smooth test delivery and reputation management.

The following risks have been identified by the Board:

- Consortium members withdrawing from UKCAT which could impact on UKCAT'S reputation, candidate numbers and ongoing research.
- Major failure in delivery resulting in reputational impact.
- Uncertainty around university student funding impacting on candidate numbers.
- Fluctuations in candidate numbers impacting on contractual, financial and delivery issues.
- Legal challenge from an individual.
- Unfavourable evidence regarding validity or impact of UKCAT.

Objectives

The objects for which the Charity is established are to promote and provide for the advancement of education in the United Kingdom and in particular to establish and operate tests to aid selection for admission to medical and dental degrees.

UKCAT is committed to achieving greater fairness in selection to medicine and dentistry and to the widening participation in medical and dental training of under-represented social groups. Through an ongoing programme of research UKCAT is seeking to identify the characteristics in applicants which will make them good dentists and doctors and thus to improve the quality of those who enter the professions with the ultimate aim of improving patient care.

Achievements and Performance

The following sections summarise UKCAT activity during the 2014 test cycle (2014/15 financial year).

Developing the Test

– SJT

The second evaluation of the SJT was reported to the Consortium in July 2015 and showed good correlation between the performance on the subtest and tutor evaluations undertaken in the first year of study. The results of this work alongside a review of the dimensionality of the test are being reported in full to the Consortium to inform their use of this subtest in future admission cycles.

In 2015 the SJT will include trial items looking to measure resilience and adaptability.

– **Review of Test Construct**

Test Development Group has considered reports on the dimensionality of the all aspects of the test. This work, done in conjunction with Pearson VUE, is informing the development of the test at an item level.

– **Decision Analysis (DAT)**

The Board has decided to replace the DAT with a new test of Decision Making which will be trialled in 2016. Items will measure a variety of traits linked to this broader measure in line with some of the requirements set out in the Selecting for Excellence Final Report.

– **Quantitative Reasoning**

Work is ongoing to see whether the QR section can be linked more closely to the requirements of the national prescribing test and also to local tests of numeracy being undertaken by some Consortium members.

Research

Key activities of the Research Panel during this period are outlined below:

– **UKMED**

UKCAT has signed a data sharing agreement with the GMC formalising its involvement in phase 1 of the UKMED project. Data have now been linked between UKCAT, the GMC, UKFPO and others and it is anticipated that data will be available for proof of concept research and analysis in the autumn.

– **Capacity Building Contract – University of Durham**

At the July 2015 Consortium meeting, the initial outcomes of the predictive validity study were presented. Tiffin et al have been able to look at how the test predicts performance in the clinical years; this shows promising results replicating the initial outcomes from the UKCAT12 study.

– **Widening Participation**

UKCAT has funded a PhD studentship at the University of Aberdeen exploring the “non-traditional” student journey through medical education and training. This runs alongside a further studentship focussing on adviser knowledge of admissions to medicine.

– Ongoing research

In addition to the studies referenced above the following projects are currently being supported by UKCAT:

- Post-UKCAT Survey: What is the effect of test preparation on performance in the UKCAT *Paul Lambe, David Bristow (Plymouth)*
- Linked Cohort Study *Jen Cleland (Aberdeen)*
- SJT/MMI Study *Adrian Husbands (Buckingham)*
- Measuring Socio-economic Status in Medical School Applicants *Kathryn Stevens (Dundee)*
- Behavioural Test Correlations *Gabrielle Finn (Durham)*
- Evaluating and extending methods for estimating 'construct-level predictive validity': Implications for the UKCAT for student selection (PhD Studentship) *Paul Tiffin (Durham)*
- Dynamic Testing *Jens Beckmann (Durham)*
- SJT Correlation with Tutor Ratings *Helena Edwards (Work Psychology Group)*
- SJTs and Widening Participation *Fiona Patterson (Work Psychology Group)*
- Graduate Applicants and Widening Participation *Rhoda Mackenzie (Aberdeen)*
- Predicting Fitness to Practise issues from admission profiles in UK medical school entrants
- Repeat Linked Cohort Study

Test Incidents

The following incidents occurred during 2014 testing and were addressed in detail during the Annual Review held in December 2014.

– SJT Results

During 2014 testing it was discovered that significantly more candidates than expected had been allocated into 'band 1'. The primary cause of the score shift was an incorrect estimation of the item statistics which was not picked up by the test developers. The issue was identified in early September. Unfortunately it was too late to make adjustments to the live test or to consider a rescore in advance of results delivery.

In light of this it was agreed that the subtest be removed for 2014. Consortium Universities were informed of this and subsequent to this, all candidates were informed that this subtest score would not be used in the 2014/15 admissions round.

Whilst very few schools were intending to use the SJT in 2014/15, for those few who had included this within their admission requirements this was a significant issue. In light of this issue, significant improvements to the quality assurance processes around the delivery of this subtest including improved management arrangements have been put in place.

– **Scale Score Shift**

Overall scale scores shifted significantly between 2013 and 2014. The mean average total score fell by 139 scale points from 2644 to 2505. Most of this shift was observed within the Decision Analysis subtest.

This shift impacted significantly on some schools despite efforts to inform candidates that averages would be lower in 2014. The test remains stable for 2015.

– **ID Issues**

It became apparent part way through testing that some UK candidates with child passports (issued prior to their 16th birthday) were being turned away from testing centres. This was first observed towards the end of August. The advice on the UKCAT website on this issue was contradictory and test centres had interpreted this in 2014 as meaning that UK child passports were not acceptable. Test Centres were advised not to apply this policy towards the end of testing.

The wording has been revisited in 2015 to clarify our position and to simplify our ID requirements across different regions.

2014 Test Overview

The UKCAT is an aptitude exam, designed to measure innate cognitive ability and personality traits. The exam consists of four cognitive subtests (Verbal Reasoning, Quantitative Reasoning, Abstract Reasoning and Decision Analysis) and a test of Situational Judgement. Items include those developed from operational items used in the previous administrations and from new items trialled in previous test rounds.

Each exam was composed of 163 items (148 operational and 15 pre-test). The exam was administered in a 120-minute time period including instruction screens. Each subtest was timed separately. Results were provided to candidates at the end of their test and later to the schools to which the candidates had applied.

Candidate Statistics

The UKCAT was administered in 2014 beginning on 1 July 2014 and ending on 3 October 2014. A total of 23,884 exams were administered – a decrease in candidate numbers from 2013. A brief summary of testing statistics is provided below. More detailed statistics can be found in the Executive Summary of the 2014 Technical Report on the UKCAT website (www.ukcat.ac.uk).

Candidates' scale scores were reported for each cognitive subtest and based on all the scored items for each section. Valid scale scores ranged from 300 to 900, with a mean set to 600 in the 2006 reference sample. Universities received the subtest scaled scores for each candidate, plus a total score that is a simple sum of the four subtest scores with a valid range of 1200 to 3600.

Although candidate results for SJTs were reported in 4 bands raw and scale scores were used in the psychometric analysis of the test.

– Table 1 Subtest and Total Scale Score Summary Statistics: Total Group

Test	Total N	Mean	SD	Min	Max
Verbal Reasoning	23,884	570.55	76.65	300	900
Quantitative Reasoning	23,884	684.30	96.77	300	900
Abstract Reasoning	23,884	635.97	88.31	300	900
Decision Analysis	23,884	613.95	71.03	300	900
Total Cognitive Scale Score	23,884	2504.77	251.76	1220	3380
SJT	23,884	597.54	80.80	300	793

The distributions are generally symmetric around their means and reasonably well spread out. The performance patterns for different subgroups (ethnic, gender, age and NS-SEC) are shown below.

– Table 2 Subtest and Total Scale Score Summary Statistics by Gender: Total Group

Test	Gender	Total N	Mean	SD	Min	Max
Verbal Reasoning	Female	14189	566.34	75.51	300	900
	Male	9695	576.71	77.88	300	900
Quantitative Reasoning	Female	14189	669.50	96.31	300	900
	Male	9695	705.97	93.30	300	900
Abstract Reasoning	Female	14189	632.45	87.43	300	900
	Male	9695	641.14	89.34	300	900
Decision Analysis	Female	14189	614.07	70.64	300	900
	Male	9695	613.77	71.60	320	900
Total Cognitive Scale Score	Female	14189	2482.36	251.03	1220	3340
	Male	9695	2537.58	249.23	1280	3380
SJT	Female	14189	603.37	79.10	300	790
	Male	9695	589.01	82.49	300	793

Males performed better than females on VR, QR and AR. Females performed better on the SJT. Performance in DA was roughly equivalent between gender groups.

– Table 3 Cognitive Test Total Scale Score Statistics by Ethnic Group

Ethnic Group	Total N	Total %	Cognitive Test Mean	Cognitive Test SD	SJT Mean	SJT SD
UK-White	9758	41	2578.15	223.34	623.43	66.35
Non UK	5065	21	2434.66	265.75	561.06	91.76
UK – Asian	5695	24	2469.97	246.18	585.87	78.36
UK – Black	1426	6	2358.86	240.27	589.83	81.61
UK – Mixed Race	1026	4	2527.63	251.30	607.29	76.52
UK – Chinese	372	2	2597.69	252.95	594.27	76.63
UK – other	4	0	2295.00	196.04	508.50	128.51
Information withheld	538	2	2482.86	253.80	599.44	79.15

Ethnic group performance trends paralleled those of previous years, with minor differences. Within the cognitive tests for VR, the highest performing group was White UK. For QR, AR and DA the highest performing group was Chinese. For the SJT, whilst white UK had the highest mean score, there was a greater clustering of other group performance.

– Table 4 Total Scale Score summary statistics by NS-SEC Class

SEC	Total N	Total %	Cognitive Test Mean	Cognitive Test SD	SJT Mean	SJT SD
1	12665	67.3	2,554.67	236.13	612.48	71.83
2	676	3.59	2,505.80	237.23	611.96	71.76
3	1876	9.97	2,471.11	241.22	598.75	77.18
4	658	3.50	2,458.36	249.99	597.97	78.91
5	924	4.91	2,439.56	230.21	596.56	76.51
N/A	2020	10.73	2,443.62	264.71	589.73	83.17

For NS-SEC classifications, category 1 was consistently associated with the highest average scores. The lowest average scale scores occurred for category 5.

Within the SJT there is no clear trend regarding the means for the differing occupational groups. Differences between groups are noticeably smaller than for other subtests.

In tables 5 and 6 age is broken into five groups. Scores across all age groups were examined controlling for candidates' highest qualifications.

– Table 5 Cognitive Test Total Scale Score summary statistics by age group and highest qualification

Age	Highest Qualification – HE				Highest Qualification – School Leaver			
	Total N	Total %	Mean	SD	Total N	Total %	Mean	SD
<16	2	0.03			11	0.09	2373.64	270.68
16-19	1044	15.65	2392.44	265.41	11162	92.96	2534.88	238.23
20-24	4229	63.40	2514.33	242.22	636	5.30	2430.39	281.05
25-34	1205	18.07	2439.05	289.20	158	1.32	2275.06	275.47
>34	190	2.85	2277.95	308.78	40	0.33	2178.00	315.32

Scores for candidates with school leaver qualifications generally showed negative correlations with age. It is more difficult to interpret the scores of those with HE qualifications as there is clearly some confusion amongst some candidates here (1000+ candidates report themselves as below the age of 20). However it would appear that the negative correlation above is ameliorated somewhat in the graduate candidate population – older graduates performing better than older school leavers.

– Table 6 SJT Total Scale Score summary statistics by age group and highest qualification

Age	Highest Qualification – HE				Highest Qualification – School Leaver			
	Total N	Total %	Mean	SD	Total N	Total %	Mean	SD
<16	2	0.03			11	0.09	553.91	72.72
16-19	1044	15.65	544.04	94.55	11162	92.96	597.89	75.99
20-24	4229	63.40	618.60	74.77	636	5.30	588.33	89.72
25-34	1205	18.07	620.36	85.67	158	1.32	582.62	96.97
>34	190	2.85	588.70	112.61	40	0.33	596.78	77.89

There is a positive correlation with age in the SJT; the highest performing subgroups being graduates aged 25-34.

Providing this level of data helps those selecting students make informed decisions about how they use the test. In the next section we describe the steps taken to ensure that test is fair and reliable.

Test and item analysis

Each year test results and item performance are analysed using a variety of methods in order to report on test reliability, internal construct validity and individual item performance.

Test Reliability

Cognitive subtest score reliabilities ranged from moderate to good. The Standard Error of Measurement (SEM) for the subtest and total scores was satisfactory. Variation in score reliability and SEM across the four subtests can be attributed to test length, range of discrimination and difficulty among items. The average reliability for total scale score was 0.89, reflecting good overall reliability.

– **Table 7 Scale Score Reliability and Standard Error of Measurement for Cognitive Total Scale Score**

Reliability		SEM	
Range	Mean	Range	Mean
0.88 – 0.89	0.89	83.28 – 85.91	84.12


For the SJT, scale score reliabilities indicate a good level of reliability for an operational test building upon the trial of items in previous years.

– **Table 8 Scale Score Reliability and Standard Error of Measurement for SJT**

Reliability		SEM	
Range	Mean	Range	Mean
0.81 - 0.86	0.84	30.6-34.5	32.08

Item Performance

Differential Item Functioning (DIF) refers to the potential for items to behave differently for different groups. DIF is an undesirable characteristic because it means that an item is measuring both the construct it was designed to measure and some additional characteristic or characteristics of performance that depend on classification or membership in a group, (usually a gender or ethnic group classification). The Mantel-Haenszel procedure is used to identify DIF. For the UKCAT, MH DIF items are classified into one of three categories, A, B, or C. Category A contains items with negligible DIF, Category B contains items with slight to moderate DIF, and Category C contains items with moderate to large DIF. Items flagged in Category C are typically subjected to further scrutiny while Category B items may be reviewed.



DIF analyses were conducted for the pre-test and operational items when sample sizes were large enough. The UKCAT DIF comparison groups are based on gender, age, ethnicity and SEC

For operational items in the cognitive test, there were 8 occurrences of Category C DIF across all cognitive subtests and comparisons. Of these 8 occurrences, 2 occurred in the age<20/>35 comparison, 4 in the white/black comparison, 2 in the white/Asian comparison and 1 in white/information withheld. For the pre-test items, there was one occurrence of Category C DIF in the white/black comparison group.

Within the SJT there were 9 occurrences of Category C DIF in operation items. Of these 9 occurrences, 1 occurred in the non-English speakers/English speakers' comparison and 8 occurred in the black minority ethnic group/white comparison. Within the pre-test items there were 70 occurrences.

Items with Category C DIF have content and wording examined for the potential bias. These items will either be revised or retired based on the review in the item writing workshops.

These analyses, which are performed annually, reassure UKCAT that the test is fair and reliable.

Future Plans

The Board and Consortium confirmed its 3-5 year strategy during 2013. Many of the aims included in this strategy had been achieved or partially achieved and the Board has revisited these recently and updated as necessary.

Key Aims

- Increase research output in order that UKCAT can create a test which better identifies the traits required in medical and dental students, provides an evidence base for widening participation in medical and dental admissions and impacts positively on UKCAT's reputation.
- Become more active in the widening participation agenda in the UK, using our research record, database and services to candidates to position us within this debate.
- Increase flexibility within test delivery in order that we can market the test internationally.

These aims will be achieved by focusing activity on four themes.

Theme 1: Governance

UKCAT will have a reputation as a forward thinking, dynamic organisation at the centre of developments in admissions to medicine and dentistry in the UK.

Key objectives within this theme include:

- Discussion of alternative business models in order to respond to requests to offer the test to other HEIs/Markets.
- Engagement with non-UKCAT medical and dental schools regarding the benefits of joining the Consortium.
- Creation of a more detailed UKCAT Communication Strategy.
- Strengthening of links with the GMC, GDC, MSC, DSC, UKFPO and other bodies
- Engagement with other professions regarding the benefits of using the test (or version thereof).

Theme 2: Research Development

UKCAT will position itself as a UK leader in undertaking and supporting research regarding admissions into medicine and dentistry, prioritising research outputs leading to improvement in the test and its use.

Key objectives within this theme include:

- Building on established collaborations with HEIs and other stakeholders to identify research opportunities around widening access.
- Using UKCAT data to support/ deliver research into widening access.
- Consideration of how best to ensure effective dissemination of research.
- Increasing research outputs which inform the development of the test, its better usage and the evidence base regarding admissions to UK medical and dental schools.
- Continuing to develop the UKCAT database incorporating the maximum amount of progression data and other relevant data sources.

Theme 3: Improving and Developing the Test

The UKCAT test will be improved based on research and other evidence. Opportunities to further expand use of the test (or aspects of the test) both nationally and internationally will be identified.

Key objectives within this theme include:

- Using validity studies to develop the test and inform its use
- Build on work to date to undertake a complete review of test content.
- Identify research required for ongoing improvements to test content and quality.
- Understand the measurement model underpinning each subtest and use this to develop test content/structure

Theme 4: Delivering the Test and the Candidate Experience

The candidate experience from initial communication to sitting the test will be the best possible.

Key objectives within this theme include:

- Continuing to build on established collaborations with HEIs and other stakeholders, using these links to communicate with widening access candidates.
- Conducting focus groups to improve to candidate experience.
- Improving and speeding up results delivery.
- Using our data to identify a set of fixed reports to be circulated to schools annually.

The Board and its sub-groups are charged with achieving the objectives outlined above. The Board monitors performance against these objectives at its regular meetings through reports from the Chairs of these groups. These objectives inform the work of the UKCAT office.

Financial Review

2014/15 Outturn

UKCAT has delivered a small deficit in 2014/15. This deficit has been planned, recognising the need to increase operating costs over the next few years to meet additional costs associated with delivering the UKCAT Strategy particularly in the areas of research and widening participation.

UKCAT Financial Controls Document

The Board has approved a financial controls document which covers the governance of financial transactions within the organisation. The document will be reviewed on an annual basis.

Reserves Policy

UKCAT needs reserves to:

- meet contractual liabilities should the organisation cease to exist. This includes redundancy pay, amounts due to creditors and commitments under leases.
- meet unexpected costs like break down of essential office machinery, staff cover in relation to illness, maternity leave and parental leave.
- meet any legal costs defending the charity's interest.
- replace equipment when required.
- meet the costs of one-off developments to the test or its delivery.
- meet the organisation's fixed costs in the event of a significant fall in candidate numbers
- undertake and provide infrastructural support for a programme of research which may span several years with the costs of research varying significantly between those years.

Expenditure in 2014/15 totalled £1.85m. Current reserves stand at £0.7m (37% of annual expenditure).

UKCAT aims to have reserves in the region of 20 – 25% of annual expenditure. The Board is undertaking a strategic review of activities and spending priorities in order to bring reserves within this range in the future.

The Board of Trustees reviews the level of reserves at each Board meeting. The current level of reserves will be considered particularly carefully before any agreed increase in the candidate fee.

Members' Liability

The Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up.

Trustees' Responsibility Statement

The Trustees (who are also directors of UK CAT Consortium for the purposes of company law) are responsible for preparing the Trustees' report and the 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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. 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.

Disclosure of information to auditors

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

Auditors

The auditors, Lakin Rose Limited, have indicated their willingness to continue in office. The Designated Trustees will propose a motion re appointing the auditors at a meeting of the Trustees.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies 12th October 2015 and signed on their behalf by:



Mr Nigel Siesage

Independent Auditors' Report to the members of the UKCAT Consortium

We have audited the financial statements of UK CAT Consortium for the year ended 31 March 2015 set out on pages 20 - 24. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charity 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.



Scope of the audit of financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- 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 to take advantage of the small companies' exemption from the requirement to prepare a Strategic report or in preparing the Trustees' report.



Christopher Dougherty (Senior statutory auditor)

for and on behalf of

Lakin Rose Limited

Chartered Accountants
Statutory Auditors

Pioneer House
Vision Park
Histon
Cambridge CB24 9NL

Date: 23rd October 2015

Statement of Financial Activities

(Incorporating Income and Expenditure Account)

For the year ended 31 March 2015

	Note	Unrestricted funds 2015 £	Total funds 2014 £
INCOMING RESOURCES			
Incoming resources from generated funds:			
Investment income	2	6,523	13,680
Incoming resources from charitable activities:			
Testing fees - clinical aptitude testing		1,831,935	1,910,850
Contributions from members		6,000	-
TOTAL INCOMING RESOURCES		1,844,458	1,924,530
RESOURCES EXPENDED			
Charitable activities - clinical aptitude testing	3	1,845,608	1,842,251
Governance costs	6	3,600	3,688
TOTAL RESOURCES EXPENDED		1,849,208	1,845,939
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR		(4,750)	78,591
<i>Total funds at 1 April 2014</i>		<u>695,948</u>	<u>617,357</u>
TOTAL FUNDS AT 31 MARCH 2015		£ 691,198	£ 695,948

The notes on pages 27 to 29 form part of these financial statements.

Balance Sheet

As at 31 March 2015

	Note	£	2015 £	£	2014 £
CURRENT ASSETS					
Debtors	8	1,748		1,738	
Cash at bank		<u>845,542</u>		<u>749,037</u>	
		847,290		750,775	
CREDITORS: amounts falling due within one year					
	9	<u>(156,092)</u>		<u>(54,827)</u>	
NET CURRENT ASSETS			<u>691,198</u>		<u>695,948</u>
NET ASSETS			<u>£691,198</u>		<u>£695,948</u>
CHARITY FUNDS					
Unrestricted funds	10		<u>691,198</u>		<u>695,948</u>
TOTAL FUNDS			<u>£691,198</u>		<u>£695,948</u>

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Trustees on 12th October 2015 and signed on their behalf, by:



Mr N Siesage

The notes on pages 27 to 29 form part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2015

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, applicable accounting standards and the Companies Act 2006.

1.2 Company status

The charity is a company limited by guarantee. The members of the charity are the medical and dental schools who have chosen to implement the clinical aptitude test. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

1.4 Incoming resources

All incoming resources are included in the Statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Candidate testing fees are recognised in the period in which testing occurs.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.6 Cash flow

The financial statements do not include a Cash flow statement because the charitable company, as a small reporting entity, is exempt from the requirement to prepare such a statement under the Financial Reporting Standard for Smaller Entities (effective April 2008).

2 INVESTMENT INCOME

	Unrestricted funds 2015 £	Total funds 2014 £
Bank interest receivable	2,269	9,379
Other interest receivable	<u>4,254</u>	<u>4,301</u>
	<u>£ 6,523</u>	<u>£ 13,680</u>

3 ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2015 £	Support costs 2015 £	Total 2015 £	Total 2014 £
Charitable activities - clinical aptitude testing	<u>£1,506,819</u>	<u>£338,789</u>	<u>£1,845,608</u>	<u>£1,842,251</u>

4 DIRECT COSTS

	Clinical aptitude testing £	Total 2015 £	Total 2014 £
Testing provider's charges - testing	1,440,107	1,440,107	1,529,957
Testing provider's charges - other	<u>66,712</u>	<u>66,712</u>	<u>70,111</u>
	<u>£ 1,506,819</u>	<u>£ 1,506,819</u>	<u>£ 1,600,068</u>

5 SUPPORT COSTS

	Clinical aptitude testing £	Total 2015 £	Total 2014 £
Office and administration recharges	148,604	148,604	128,214
Data management	39,745	39,745	19,789
Hotels, travel and subsistence	18,638	18,638	28,080
Meetings and hospitality	11,639	11,639	8,126
Premises	17,289	17,289	13,690
Research	75,702	75,702	10,433
Sundry expenses	15,768	15,768	25,425
Legal fees	8,654	8,654	5,750
Insurance	2,576	2,576	2,544
Bank charges	174	174	132
	<u>£ 338,789</u>	<u>£ 338,789</u>	<u>£ 242,183</u>

6 GOVERNANCE COSTS

	Unrestricted funds 2015 £	Total funds 2014 £
Auditors' remuneration	<u>£ 3,600</u>	<u>£ 3,688</u>

The charity has no employees other than the Trustees, who did not receive any remuneration (2014 £NIL).

No employee received remuneration amounting to more than £60,000 in either year.

8 DEBTORS

	2015	2014
	£	£
Other debtors	<u>£ 1,748</u>	<u>£ 1,738</u>

9 CREDITORS:

Amounts falling due within one year

	2015	2014
	£	£
Trade creditors	2,171	9,133
Accruals and deferred income	<u>153,921</u>	<u>45,694</u>
	<u>£ 156,092</u>	<u>£ 54,827</u>

10 STATEMENT OF FUNDS

	Brought Forward	Incoming resources	Resources Expended	Carried Forward
	£	£	£	£
Unrestricted funds				
General Funds	<u>£ 695,948</u>	<u>£ 1,844,458</u>	<u>£ (1,849,208)</u>	<u>£ 691,198</u>

SUMMARY OF FUNDS

	Brought Forward	Incoming resources	Resources Expended	Carried Forward
	£	£	£	£
General funds	<u>£ 695,948</u>	<u>£ 1,844,458</u>	<u>£ (1,849,208)</u>	<u>£ 691,198</u>

UKCAT Consortium

Charity Trustees

Mr Nigel Siesage, University of Leicester, Chair

Dr Lyndon Cabot, King's College London

Professor Iain Cameron, Medical Schools' Council

Mr Adrian Husbands, University of Dundee

Mrs Martine Lowes, University of Nottingham

Dr Robert McAndrew, University of Cardiff

Professor John McLachlan, University of Durham

Dr Sandra Nicholson, Queen Mary University of London

Professor Brian Pollard, University of Manchester

Dr Katie Petty Saphon, Medical Schools' Council

Dr Fiona Stewart, University of Dundee (appointed 1st January 2015)

Mr Paul Teulon, King's College London (appointed 1st January 2015)

Professor Jon Dowell (term of office ended 31/12/14) and Professor Brigitte Scammell (term of office ended 31/12/14) were trustees during the financial year 2014/15m

Company Secretary

Significant elements of the day to day management of UKCAT are delegated to the Chief Operating Officer and Company Secretary, Rachel Greatrix.

Professional Advisors

Bank: Natwest, Nottingham University Branch, University Park, Nottingham NG7 2AG

Solicitors: Browne Jacobson, Mowbray House, Castle Meadow Road, Nottingham NG2 1BJ

Auditors: Lakin Rose Limited, Pioneer House, Vision Park, Cambridge CB24 9NL

Consortium Members 2014/15

University of Aberdeen	University of Leicester
Cardiff University	University of Manchester
University of Central Lancashire	University of Newcastle
University of Dundee	University of Nottingham
University of Durham	University of Plymouth
University of East Anglia	Queen Mary, University of London
University of Exeter	Queen's University, Belfast
University of Edinburgh	University of Sheffield
University of Glasgow	University of Southampton
Hull York Medical School	University of St Andrews
Keele University	St George's, University of London
King's College London	University of Warwick



Fairness

Wider participation

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