

COMMUNITIES EMPOWERMENT NETWORK

England & Wales · Charity number 1099111

Details

Other names	COMMUNITY EMPOWERMENT NETWORK
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Status	Registered
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Legal form	Other
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Registered	2003-08-22
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Register	View on the Charity Commission register
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Contact

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Email	info@cenlive.org
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Website	www.cenlive.org
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Activities

Objects: TO ADVANCE EDUCATION FOR THE BENEFIT OF THE PUBLIC AND TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY OF OPPORTUNITY FOR PEOPLE WHO WOULD OTHERWISE BE DISCRIMINATED AGAINST BECAUSE OF THEIR RACE BY PROVIDING INFORMATION, ADVICE, SUPPORT, REPRESENTATION, ADVOCACY AND TRAINING FOR PERSONS EXPERIENCING MISTREATMENT AND DISADVANTAGE IN EDUCATION [PRIMARILY BUT NOT EXCLUSIVELY IN THE AREAS OF SCHOOL ADMISSIONS, SPECIAL EDUCATIONAL NEEDS ASSESSMENT AND SCHOOL EXCLUSIONS.]

Activities: To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£110,001	£190,485	-	-
2024-03-31	£67,804	£148,607	-	-
2023-03-31	£101,096	£192,387	-	-
2022-03-31	£235,002	£176,004	-	-
2021-03-31	£397,873	£176,453	-	-

Trustees

Name	Role	Appointed
Barbara Aimable		2025-04-01
Derrick Tawiah		2017-09-23
Emily Legg		2019-04-04
GUS JOHN		2017-01-21

Accounts

COMMUNITIES EMPOWERMENT NETWORK

**Trustees' Report and Financial Statements
For the year ended**

31 March 2025

Charity Registration No: 1099111

COMMUNITIES EMPOWERMENT NETWORK

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COMMUNITIES EMPOWERMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G John - Chairperson Ms B Aimable (appointed 1 April 2025) Mr D Tawiah - Treasurer Ms E Legg
Charity registration number	1099111
Chief Executive	Jenniffer Lewis
Charity Office	Suite 23, Fifth Floor 63-66 Hatton Garden LONDON EC1N 8LE
Bankers	Lloyds Bank 17 Heath Road Twickenham TW1 4AW
Independent Examiner	Michael Kyrakides FCA Chartered Accountants 7 Forest Road Sutton Surrey SM3 9NT

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2025. The legal and administrative information is set out on page 1 and forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as an unincorporated charity, established by a written constitution and its governing document is the written constitution. The Governing Document is dated 12 June 2003.

RECRUIT AND INDUCTION OF TRUSTEES

Under the requirements of the constitution, the members of the board are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting. The Annual General Meeting is usually held between October and December.

The recruitment of trustees to the board as well as the induction of board members which will wherever possible will be undertaken by the most senior office holders and most senior staff members who have already undergone the induction procedure.

Induction of new board members will, wherever possible, take place at the Communities Empowerment Network offices no later than ten working days after the election of the new board member.

Board members complete their induction by filling in a skills audit form, which will be used to assess board training needs and attending any subsequent training courses.

Having completed their induction the new board member will sign the register of charity trustees and thereby acknowledge that they know and understand their responsibilities.

MANAGEMENT

A Board of Trustees are the overarching accountable body for CEN with the Chair providing the 'line management' support and the performance appraisal of the Chief Executive Office. The Board of Trustees meets on a quarterly basis, with a Strategic Committee (Performance) meeting on a bi-monthly basis to provide the monitoring and evaluation of the operational delivery and development aspects of the organisation.

The Chief Executive Officer reports to the Chair of Trustees and has the day-to-day responsibility for the performance of staff and volunteers within CEN. Operationally, the delivery team is supported through 1-2-1, Team meetings and appraisals.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

CEN's FOUNDERS

The founders saw the process of challenging school exclusion as necessitating the engagement of a team of advocates to deal with exclusion cases, but also as involving parents in analysing what was wrong with schools' practices and having the capacity, collectively, to challenge those practices and the government policies that enabled and validated them.

The late **Gerry German** was the recently retired principal education officer at the Commission for Racial Equality. He helped to establish the Working Group Against Racism in Children's Resources and was their director when we got together to discuss the need for an entity such as CEN.

Jimi Adefiranye was a councillor in the Borough of Lewisham who had a concern about levels of exclusion in that borough and the disproportionate number of black children being excluded from London's schools.

The late **John O'Malley** was a special educational needs consultant and a community activist. He had a concern about the high number of children with Special Educational Needs who were being excluded from school on account of their disruptive behaviour, as well as those who were being wrongly labelled, while their needs remained unidentified.

Professor Gus John, visiting faculty professor of education at the University of Strathclyde, former director of education and leisure services in the London Borough of Hackney; education and human rights campaigner since 1965; founder (with others) of the first black Supplementary/Saturday School in Oxford (1966); former member of CARD – the Campaign Against Racial Discrimination – and of the council of the Institute of Race Relations; founder member of the Caribbean Education and Community Workers Association, the organisation which commissioned Bernard Coard to write his seminal and pugnacious little book: *How the West Indian Child is Made Educationally Subnormal in the British School System* (1971); founder member of the Black Parents Movement (1975) and founder trustee of the George Padmore Institute (1991); adviser to Home Secretary Jack Straw on race and social exclusion; member of a team advising civil servants on the amendment of the 1976 Race Relations Act and the crafting of the Race Relations (Amendment) Act 2000.

FOUNDING PRINCIPLES

CEN's founding principles were the same then as they are now, that there needs to be a child-centred and children's health approach to schooling and education which affirms:

- Every child a learner
- Every child a learner that matters
- Every child a learner with rights and entitlements
- Those rights are enshrined in the UN Convention on the Rights of the Child
- Every child a learner with needs (emotional, social, developmental)
- Some needs act as a barrier to learning, self-development and the development of social skills and emotional literacy
- Some needs are complex and require specialist intervention
- Every child has an entitlement to education, irrespective of those needs and the behaviours to which they may give rise
- Children's right to education cannot be forfeited on account of their poor behaviour, or their non-compliance with codes of conduct or policies relating to school uniform
- If the time children spend in school, during which there should be the highest level of joint

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

working between the school and their parents/carers, is not used to equip them with the values, the knowledge, understanding, skills and behaviours that make them fit for living in civil society and for being at ease with themselves and with those around them, even when faced with unemployment, peer pressures, negative youth culture, cyber bullying and the rest, then we are failing children and young people

- There surely is little point in equipping people with qualifications and skills for the workplace if the social and life skills they need for managing themselves at home and in the community, and for basic survival on the streets are absent
- As such, 'Zero tolerance' is senseless, oppressive and destructive.

OBJECTIVES

To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education (primarily but not exclusively in the areas of school admissions, special educational needs assessment and school exclusions).

ACHIEVEMENTS AND ACTIVITIES

CEN, established in 1999, continues to stand as a trusted and influential advocacy charity supporting children at risk of exclusion. While the organisation was founded to address the disproportionate exclusion of boys of African-Caribbean heritage, CEN has evolved into a responsive and inclusive service supporting all children who turn to us for guidance and representation.

Our People and Partnerships

Across 2024–2025, CEN was powered by four committed staff members — the CEO, Advocacy Manager, CEN Hub Coordinator, and Researcher in Residence — supported by valued funders including:

- The Legal Education Foundation
- The Walcott Foundation
- Do It Now Now

These partnerships enabled continued delivery across training, early intervention, advocacy, and volunteer management, and allowed us to strengthen our research capacity.

Growing Our Research and Influence

In 2023, CEN launched an exciting research collaboration with the Runnymede Trust, turning data collated as a matter of course to manage casework, into a regularised report and high-impact publication aimed at shaping national policy and informing sector leaders.

This landmark publication is anticipated in September/October 2025, marking a powerful new chapter in CEN's influence.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Commitment to High-Quality Training

Since 2016, CEN has trained aspiring Education Advocates — many of them future lawyers — through a structured 3-module programme covering:

- Advocacy
- Safeguarding
- Case Management

Although external volunteer training paused due to sector-wide funding pressures and a partner withdrawal, CEN used this period to re-evaluate and redesign its approach. The long-term plan is to establish an in-house, accredited training offer, creating a more resilient and scalable training pipeline that will support both CEN and the broader advocacy ecosystem.

Volunteer Engagement

Despite training interruptions, CEN continued to deliver high-quality casework with a dedicated team of volunteers. Their contributions ensured children continued to receive expert support, even during capacity constraints. A refreshed, internally led volunteer strategy remains central to CEN's future development.

Funding Opportunities and Strategic Renewal

Throughout 2024, CEN continued to explore diverse income opportunities. A crowdfunding campaign helped raise awareness and reinforced community support, while new philanthropic engagement presented a promising opportunity for transformational investment.

In late 2024, a founder advised that a philanthropic foundation had signalled intent to support CEN at a significant level. Although this has not yet evolved into a concrete offer, the scale of the proposal — potentially £1.5m per year — inspired CEN to create an ambitious, future-focused strategic plan, which includes the following elements:

- Reinstating and expanding training provision
- Growing the pool of volunteer advocates
- Strengthening governance structures
- Increasing casework delivery across London
- Launching Parents Empowering Parents (PEP) groups across all 32 boroughs
- Establishing the first Student Advocacy Forums on Exclusion (SAFE)
- Launching in-house education law advocacy capacity
- Expanding national training and guidance resources
- Developing research, communications, PR, events, and fundraising arms
- Building an Operations Function with HR, Finance, IT and digital capability
- A specific emphasis on championing children with SEND

This vision also included the development of CEN satellite hubs in Bristol, Birmingham, Nottingham, Manchester, and Leeds — a bold step toward nationwide impact.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

As at the end of March 2025, however, it would be prudent for CEN to recognise that based on the limited confirmed ongoing funding in place, risks exist around CEN's ability to continue as a going concern.

Exploring Continuity Through New Programmes

CEN has continued seeking routes to sustain its mission. A key funder, Do It Now Now, invited CEN to submit a proposal that would allow its expertise to continue creating sector value.

This resulted in the Insight Sharing Programme — a forward-thinking initiative designed to extend CEN's impact even beyond its organisational life by equipping advocacy and diversionary organisations with:

- **Leadership Development (1-to-1 Coaching)**
Supporting leaders to strengthen strategic vision, resilience, communication, and ethical decision-making.
- **Project Development Workshops**
Helping organisations build robust, sustainable, evidence-driven programmes, including support with fundraising and impact measurement.
- **Volunteer Recruitment and Management**
Providing tools to attract, train, and retain committed volunteers, aligned with best practice in safeguarding and governance.
- **Parent Education and Empowerment**
Strengthening family engagement, conflict resolution, advocacy capacity, and access to community support.

Following delivery, structured feedback will inform continuous enhancement of this forward-looking programme.

Submitted in March 2025, the proposal represents CEN's commitment to ensuring that its learning, expertise, and values continue to support the sector — reaffirming CEN's long-standing dedication to young people and their families.

FINANCIAL REVIEW

The Trustees report a deficit of £80,484 (2024: deficit £80,803) for the year. The income for the year £110,001 was higher than previous year £67,804. Expenditure was also higher than in the year at £190,485 (2024: £148,607).

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

RESERVES POLICY

Communities Empowerment Network will clearly state to funders and to its own members the purposes for which reserves are being developed and held and all existing reserves will be provisionally allocated at all times.

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves would be £65,000 or three months of operating cost. As of 31st March 2025, our unrestricted general reserves were £18,566 (2024: £106,146). The trustees released £65,000 of designated fund to unrestricted general fund during the year.

RISK MANAGEMENT

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks which offers the Trust adequate protection.

GOING CONCERN

As a part of its review of the charity's risk the Trustees assess whether the charity remains a going concern and will be able to continue to operate in the foreseeable future. The Trustees believe the risks currently in place put the charity at risk of not being a going concern and remaining in operational existence for at least 12 months into the future. As such they have started to take action to safeguard the funds of the charity and consider alternative options if continued trading is no longer viable.

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission "Charities and Public Benefit".

Since 1999, CEN has been helping parents whose children have been excluded or who are at risk of exclusion to navigate the increasingly legalistic world that exists once a child has been placed into the indeterminate state that is exclusion. CEN's charitable purposes are to provide advice, support and representation to parents whose children are experiencing problems in school across London. 80% of clients are BAMER. African-Caribbean male pupils are four times more likely to be permanently excluded from school. CEN collaborates with other related local services and contributes to related local strategy development.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- ☐ select suitable accounting policies and apply them consistently;
- ☐ observe the methods and principles in the Charities SORP;
- ☐ make judgements and accounting estimates that are reasonable and prudent;
- ☐ state whether applicable 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 charity will continue to operate.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees meeting held on 29 January 2026, and signed on its behalf

Derrick Tawiah

Derrick Tawiah
Trustee and Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES EMPOWERMENT NETWORK

for the year ended 31 March 2025

I report to the trustees on my examination of the accounts of Communities Empowerment Network for the year ended 31 March 2025.

Responsibilities and basis of the report

As the trustees of the trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act, or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Kyriakides FCA
Chartered Accountants
7 Forest Road, Sutton
Surrey SM3 9NT

This report was signed on 29 January 2026

COMMUNITIES EMPOWERMENT NETWORK

Balance Sheet at 31 March 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	Notes	£	£	£	£
Income & Endowments :					
Donations and legacies	4	4,147	63,882	68,029	42,772
Charitable activities income	5	5,250	35,605	40,855	23,582
Investments		1,117	-	1,117	1,450
Total Income		10,514	99,487	110,001	67,804
Expenditure on:					
Raising funds		11,102	-	11,102	20,981
Charitable activities	6	84,992	94,391	179,383	127,626
Total Expenditure		96,094	94,391	190,485	148,607
Net (expenditure) for the year		(85,580)	5,096	(80,484)	(80,803)
Transfer between funds		-	-	-	-
Net Movement in funds		(85,580)	5,096	(80,484)	(80,803)
Reconciliation of funds:					
Funds brought forward		104,146	27,784	131,930	212,733
Funds carried forward		18,566	32,880	51,446	131,930

All activities derive from continuing operations

The notes attached on pages 12 to 19 form an integral part of these financial statements.

COMMUNITIES EMPOWERMENT NETWORK

Balance Sheet at 31 March 2025

			2025	2024
	Notes	£	£	£
FIXED ASSETS				
Tangible fixed assets	9		-	-
CURRENT ASSETS				
Debtors	10	3,069	38,618	
Cash at bank and in hand:		<u>77,302</u>	<u>117,844</u>	
Total current assets		80,371	156,462	
CREDITORS: amounts falling due within one year	11	<u>(28,925)</u>	<u>(24,532)</u>	
NET CURRENT ASSETS			<u>51,446</u>	<u>131,930</u>
NET ASSETS TOTALS			<u><u>51,446</u></u>	<u><u>131,930</u></u>
THE FUNDS OF THE CHARITY				
Unrestricted Fund				
General funds	12	18,566	39,146	
Designated funds	12	-	65,000	
Restricted Fund	12	32,880	27,784	
			<u><u>51,446</u></u>	<u><u>131,930</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Trustees on 29 January 2026 and signed below on their behalf, by:

Derrick Tawiah

DERRICK TAWIAH

Trustee and Treasurer

The notes attached on pages 12 to 19 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

1 Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102), and the Charities Act 2011.

Statutory Information

Communities Empowerment Network is a charity registered in England and Wales. The registered office address is Suite 23, Fifth Floor, 63-66 Hatton Garden, London EC1N 8LE.

Going Concern

Going Concern The trustees have assessed that the use of the going concern assumption is no longer appropriate in preparing these accounts . The trustees have made this assessment in respect of the unlikelihood of CEN remaining in operational existence for at least a period of one year from the date of approval of these accounts. The Trustees are cognisant of the risks that the charity is carrying such as the uncertainty of future funding and obtaining a minimum unrestricted reserve sufficiency. The trustees have concluded that there may additionally be other material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

Recognition of liabilities and expenditure

Liability and the related expenditure is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year-end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between charitable activities.

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value of estimated useful lives.

Furniture & fixtures	25% straight line	Office Equipment	25% straight line
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Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year-end.

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

4 Donations and Legacies

	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Total £
General donation	2,252	-	2,252	105
Grants from Trust and foundations	1,895	63,882	65,777	42,667
Total Donations & Legacies	4,147	63,882	68,029	42,772

5 Income from charitable activities

	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Total £
Grants from Trust and foundations	5,250	35,605	40,855	23,582
Total Charitable activities income	5,250	35,605	40,855	23,582

6 Charitable expenditure

6a Direct costs

	2025 Unrestricted £	2025 Restricted £	2025 Total £	2024 Total £
Wages and salaries	46,465	91,964	138,429	90,432
Project activities consultants	709	-	709	5,866
Parent portal	1,430	-	1,430	880
Crowdfunder campaign	3,635	-	3,635	-
	52,239	91,964	144,203	97,178

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

6b Support costs

	2025 Unrestricted	2025 Restricted	2025 Total	2024 Total
	£	£	£	£
Travel and subsistence	33	467	500	119
Staff recruitment and training	544	90	634	1,528
Premise - rent and rates	468	569	1,037	2,837
Office supplies	425	-	425	473
Software license	(480)	1,301	821	7,460
Equipment and repairs	15,143	-	15,143	4,238
Insurance	1,388	-	1,388	1,242
Accounting services	10,618	-	10,618	10,378
Sundry expenses	2,727	-	2,727	338
	30,866	2,427	33,293	28,613

6c Governance costs

	2025 Unrestricted	2025 Restricted	2025 Total	2024 Total
	£	£	£	£
Independent Examiner's fee	1,800	-	1,800	1,800
Trustees' expenses	87	-	87	35
	1,887	-	1,887	1,835

Total charitable expenditures

84,992	94,391	179,383	127,626
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7 Staff costs and emoluments

	2025 £	2024 £
Gross salaries	127,825	85,307
Employer's NI contribution	7,468	2,839
Pension contribution	3,136	2,286
Redundancy	-	-
	138,429	90,432

The average number of full-time equivalent staff	4	4
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No employee received remuneration amounting to more than £60,000 in either year.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

8 Trustees' remuneration and reimbursed expenses

	2025 £	2024 £
Amount reimbursed to trustee	-	-

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

9 TANGIBLE FIXED ASSETS

	Furniture & Fixture £	Office Equipment £	Total £
Cost			
At 1 Apr 2024	3,941	20,697	24,638
At 31 Mar 2025	3,941	20,697	24,638
Depreciation			
At 1 Apr 2024	3,941	20,697	24,638
Provided during year	-	-	-
At 31 Mar 2025	3,941	20,697	24,638
Net book value			
At 31 Mar 2025	-	-	-
At 31 Mar 2024	-	-	-

10 DEBTORS

	2025 £	2024 £
Prepayment and accrued income	2,719	19,918
Other debtors	350	18,700
	3,069	38,618

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

11 CREDITORS: amounts falling

	2025	2024
	£	£
Trade creditors	6,530	4,774
Accruals and deferred income	16,569	16,391
PAYE/NI and pension	5,826	3,367
	28,925	24,532

12 Fund Analysis

2025 Analysis	Balance 01 April 2024	Income	Expenditure	Funds transfer	Balance 31 Mar 2025
	£	£	£	£	£
Unrestricted Funds					
General funds	39,146	10,514	(96,094)	65,000	18,566
Designated funds					
Transition reserve	65,000	-	-	(65,000)	-
Total designated funds	65,000	-	-	(65,000)	-
Total unrestricted funds	104,146	10,514	(96,094)	-	18,566
Restricted Funds					
Runnymede from Oct23	23,755	17,882	(38,302)	-	3,335
Wallcot Foundation	-	30,000	(20,000)	-	10,000
Do it Now Now	-	6,000	-	-	6,000
The Legal Education Fund.	3,819	40,000	(31,283)	-	12,536
Big Lottery Fund(ARE 21-24)	210	5,605	(4,806)	-	1,009
Total restricted Fund	27,784	99,487	(94,391)	-	32,880
Total funds	131,930	110,001	(190,485)	-	51,446

Designated Funds:

Transition reserve: To meet the transition cost of the organisation and development.

Restricted Funds:

Runnymede Fund: To deliver collaborative research exploring disproportionate impact of exclusions on minority ethnic pupils.

Legal Education Fund: Legal assistance to support the excluded children.

Big Lottery ARE grant: This grant was given to cover special activities.

Walcot Foundation: Funding for CEN Lambeth Community Hub.

Do it Now Now: Do it Now Now Foundation supported for securing accreditation of package training.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

2024 Analysis	Balance 01 Apr 2023	Income	Expenditure	Funds transfer	Balance 31 Mar 2024
	£	£	£	£	£
Unrestricted Funds					
Unrestricted revenue funds	34,733	1,555	(110,142)	113,000	39,146
Designated funds					
Transition reserve	65,000	-	-	-	65,000
Early intervention and community hubs	53,000	-	-	(53,000)	-
Advocacy intervention	60,000	-	-	(60,000)	-
Total designated funds	178,000	-	-	(113,000)	65,000
Total unrestricted funds	212,733	1,555	(110,142)	-	104,146
Restricted Funds					
Runnymede from Oct23		36,000	(12,245)	-	23,755
The Legal Education Fund.		6,667	(2,848)	-	3,819
Big Lottery Fund (ARE 21- 24)	-	23,582	(23,372)		210
Total restricted Fund	-	66,249	(38,465)	-	27,784
Total funds	212,733	67,804	(148,607)	-	131,930

13 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General funds	Unrestricted Designated funds	Restricted funds	2025 Total funds
	£	£	£	£
At 31 Mar 2025				
Current assets	47,491	-	32,880	80,371
Current liabilities	(28,925)	-	-	(28,925)
Net assets	18,566	-	32,880	51,446

	Unrestricted General funds	Unrestricted Designated funds	Restricted funds	2024 Total funds
	£	£	£	£
At 31 Mar 2024				
Current assets	63,678	65,000	27,784	156,462
Current liabilities	(24,532)	-	-	(24,532)
Net assets	39,146	65,000	27,784	131,930

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2025

14. Prior year SOFA Comparison

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Income & Endowments :			
Donations and legacies	105	42,667	42,772
Charitable activities income	-	23,582	23,582
Investments	1,450	-	1,450
Total Income	1,555	66,249	67,804
Expenditure on:			
Raising funds	20,981	-	20,981
Charitable activities	89,161	38,465	127,626
Total Expenditure	110,142	38,465	148,607
Net Income for the year	(108,587)	27,784	(80,803)
Transfer between funds	-	-	-
Net Movement in funds	(108,587)	27,784	(80,803)
Reconciliation of funds:			
Funds brought forward	212,733	-	212,733
Funds carried forward	104,146	27,784	131,930

Accounts

COMMUNITIES EMPOWERMENT NETWORK

Trustees' Report and Financial Statements For the year ended

31 March 2024

Charity Registration No: 1099111

COMMUNITIES EMPOWERMENT NETWORK

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COMMUNITIES EMPOWERMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G John - Chairperson Ms B Parkes (resigned 26 September 2023) Mr D Tawiah - Treasurer Ms E Legg
Charity registration number	1099111
Chief Executive	Jennifer Lewis
Charity Office	Suite 23, Fifth Floor 63-66 Hatton Garden LONDON EC1N 8LE
Bankers	Lloyds Bank 17 Heath Road Twickenham TW1 4AW
Independent Examiner	Michael Kyrakides FCA Chartered Accountants 7 Forest Road Sutton Surrey SM3 9NT

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2024. The legal and administrative information is set out on page 1 and forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as an unincorporated charity, established by a written constitution and its governing document is the written constitution. The Governing Document is dated 12 June 2003.

RECRUIT AND INDUCTION OF TRUSTEES

Under the requirements of the constitution, the members of the board are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting. The Annual General Meeting is usually held between October and December.

The recruitment of trustees to the board as well as the induction of board members which will wherever possible will be undertaken by the most senior office holders and most senior staff members who have already undergone the induction procedure.

Induction of new board members will, wherever possible, take place at the Communities Empowerment Network offices no later than ten working days after the election of the new board member.

Board members complete their induction by filling in a skills audit form, which will be used to assess board training needs and attending any subsequent training courses.

Having completed their induction the new board member will sign the register of charity trustees and thereby acknowledge that they know and understand their responsibilities.

MANAGEMENT

A Board of Trustees are the overarching accountable body for CEN with the Chair providing the 'line management' support and the performance appraisal of the Chief Executive Office. The Board of Trustees meets on a quarterly basis, with a Strategic Committee (Performance) meeting on a bi-monthly basis to provide the monitoring and evaluation of the operational delivery and development aspects of the organisation.

The Chief Executive Officer reports to the Chair of Trustees and has the day-to-day responsibility for the performance of staff and volunteers within CEN. Operationally, the delivery team is supported through 1-2-1, Team meetings and appraisals.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

CEN's FOUNDERS

The founders saw the process of challenging school exclusion as necessitating the engagement of a team of advocates to deal with exclusion cases, but also as involving parents in analysing what was wrong with schools' practices and having the capacity, collectively, to challenge those practices and the government policies that enabled and validated them.

The late **Gerry German** was the recently retired principal education officer at the Commission for Racial Equality. He helped to establish the Working Group Against Racism in Children's Resources and was their director when we got together to discuss the need for an entity such as CEN.

Jimi Adefranje was a councillor in the Borough of Lewisham who had a concern about levels of exclusion in that borough and the disproportionate number of black children being excluded from London's schools.

The late **John O'Malley** was a special educational needs consultant and a community activist. He had a concern about the high number of children with Special Educational Needs who were being excluded from school on account of their disruptive behaviour, as well as those who were being wrongly labelled, while their needs remained unidentified.

Professor Gus John, visiting faculty professor of education at the University of Strathclyde, former director of education and leisure services in the London Borough of Hackney; education and human rights campaigner since 1965; founder (with others) of the first black Supplementary/Saturday School in Oxford (1966); former member of CARD – the Campaign Against Racial Discrimination – and of the council of the Institute of Race Relations; founder member of the Caribbean Education and Community Workers Association, the organisation which commissioned Bernard Coard to write his seminal and pugnacious little book: *How the West Indian Child is Made Educationally Subnormal in the British School System* (1971); founder member of the Black Parents Movement (1975) and founder trustee of the George Padmore Institute (1991); adviser to Home Secretary Jack Straw on race and social exclusion; member of a team advising civil servants on the amendment of the 1976 Race Relations Act and the crafting of the Race Relations (Amendment) Act 2000.

FOUNDING PRINCIPLES

CEN's founding principles were the same then as they are now, that there needs to be a child-centred and children's health approach to schooling and education which affirms:

- Every child a learner
- Every child a learner that matters
- Every child a learner with rights and entitlements
- Those rights are enshrined in the UN Convention on the Rights of the Child
- Every child a learner with needs (emotional, social, developmental)
- Some needs act as a barrier to learning, self-development and the development of social skills and emotional literacy
- Some needs are complex and require specialist intervention
- Every child has an entitlement to education, irrespective of those needs and the behaviours to which they may give rise
- Children's right to education cannot be forfeited on account of their poor behaviour, or their

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

non-compliance with codes of conduct or policies relating to school uniform

- If the time children spend in school, during which there should be the highest level of joint working between the school and their parents/carers, is not used to equip them with the values, the knowledge, understanding, skills and behaviours that make them fit for living in civil society and for being at ease with themselves and with those around them, even when faced with unemployment, peer pressures, negative youth culture, cyber bullying and the rest, then we are failing children and young people
- There surely is little point in equipping people with qualifications and skills for the workplace if the social and life skills they need for managing themselves at home and in the community, and for basic survival on the streets are absent
- As such, 'Zero tolerance' is senseless, oppressive and destructive.

OBJECTIVES

To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education (primarily but not exclusively in the areas of school admissions, special educational needs assessment and school exclusions).

ACHIEVEMENTS AND ACTIVITIES

TRAINING

CEN's Advocacy Recruitment & Training programme is a well-known source of training and since 2016, CEN has been training volunteers who wish to become Education Advocates. Principally, we have worked with would be lawyers and law students from the University of Law, with whom CEN has nurtured what has become a very successful relationship. CEN also attracts applicants via its website.

CEN's Advocacy Recruitment & Training programme has been consistently delivered each year bar 2020 – 2021 due to the COVID-19 pandemic. This unexpected hiatus period was used as an opportunity to review the entire training programme and make a number of changes including to the content, number of modules and the recruitment procedure. As a result, the entire process is now more rigorous and the training is delivered in 3 modules by external facilitators:

- Advocacy
- Safeguarding
- Case Management

As well as the valuable training, volunteers also benefit from case management experience, supervision and safeguarding training. Once all modules have been completed, trainees are allocated to a supervisory group and inducted into the **Education Advocacy Team**. Each volunteer commits to serve a placement term with CEN which provides them with the opportunity to hone their legal and advocacy representation skills as advocates on behalf of children on a pro bono basis.

Many go on to continue volunteering beyond their original placement and those who have been with CEN for longer and have more experience sometimes go on to serve as **Education Advocacy Supervisors** and mentor a small team of CEN Advocates.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

CEN began 2023 with 39 **Education Advocates** (EAs) many yielded from a training session in the previous year. Due to capacity issues, CEN decided to reframe delivery of the Advocacy Recruitment & Training programme with a relaunch proposed for 2025-26.

EARLY INTERVENTION

In order to ensure that parents have the required skills to assist their children in navigating the unexpected obstacles that they may face during the course of their education, obstacles which may go on to affect educational achievement and, in some instances, life chances, CEN also provides a service for parents called **Parents Empowering Parents** (PEP).

Early Intervention is an additional service that parents are offered via CEN's Parent Coordinator who will provide more specific information, advice and guidance according to need, as well as access to our internal support service, the **Parents Empowering Parents (PEP) Programme**. Since 2021, this project has been delivered in partnership with Action for Race Equality (ARE) as a three-year project to July 2024 with funding from the National Lottery Community Fund (NLCF). Although continuation funding will be sought in partnership with ARE whether or not this is successful, the intention is that the project will remain as a permanent staple of CEN's core offering.

PEP provides monthly Parent Forums, access to expertise, advice, support, training, signposting parents towards external support services according to need, whether that is for themselves and/or their children. PEP serves to educate and upskill families to become proactive in securing improved outcomes for their children in education and beyond. Participating in Parent Forums and other activities, ensures that parents not only feel confident in their ability to speak and act on their children's behalf but also understand their rights in what some find is a hostile environment for parents.

PEP's ultimate aim is to build a support network of empowered parents who are able to self-organise and advocate on behalf of themselves and others in their own communities.

ADVOCACY

Parents often feel overwhelmed when required to attend a school meeting about their child's behaviour and are often informed that their children lack the ability/skills to acquit themselves well in what is often an intimidating situation. CEN is one of a small group of advocacy providers who offer free support in such situations to represent families who would otherwise have no one with the necessary skill set to act on their behalf in what would be a difficult process to navigate without the advocacy skills provided by CEN.

CEN continues with its commitment to provide free representation on behalf of parents/carers at Governor Disciplinary Committee (GDC) meetings and Independent Review Panels (IRP) hearings in order to challenge or in some cases to avoid educational exclusions.

Where appropriate, CEN also provides representation or mediation in other situations where parents request support, such as at reintegration and Pastoral Support Plan meetings.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

RESEARCH

Since November 2023, in partnership with the Runnymede Trust, CEN has been conducting a comprehensive research project with our service users to explore the impact of school exclusions on children and their families. The early findings from this research highlight the profound and multifaceted challenges faced by those affected indicating a unanimous experience of significantly increased stress among families dealing with school exclusions.

Parents and caregivers report feeling overwhelmed by a lack of support and guidance, as well as insufficient information about the exclusion process. Many families feel isolated and ill-equipped to navigate the complex landscape of educational policies and procedures following their child's exclusion.

Additionally, the research reveals that the exclusion process often compels parents to make substantial personal sacrifices. Many have had to leave their jobs or suspend their studies to manage the situation, leading to financial strain and career disruptions. The health impacts are also severe, with parents reporting unprecedented levels of anxiety, depression, and other stress-related health issues as they strive to support their children through this challenging time.

These findings underscore the urgent need to document the issues, prioritise the well-being of both children and their families and develop solutions for a more supportive and transparent approach to handling school exclusions on an ongoing basis.

FUNDING

As with many Charities, CEN is experiencing severe competition within its funding pipeline and the Government's levelling up agenda has further exacerbated this. In an attempt to redress this CEN has invested in support from specialist fundraising organisations. This arrangement has yielded more than £150,000 of funding to date.

CEN has received transition funding from Esmée Fairbairn (EF) in 2023/2024. Securing this funding represented a huge opportunity for CEN, allowing the organisation to pause some of its functions while undergoing a necessary restructure. It also demonstrates the faith that EF who has funded CEN for over 12 years, has in the organisation's ability to achieve ongoing success.

Although the short-term outlook remains challenging, long term strategic funding propositions are in the process of being finalised and if successful, will put CEN on a much more secure foot-holding going forward.

PARTNERSHIPS

CEN continues to partner with the School Inclusion Programme (SIP) with which CEN has maintained its affiliation and via which we have been able to offer our clients access to over 150 other organisations which provide legal representation and expertise beyond CEN's remit.

CEN began a partnership with the Runnymede Trust a joint 18-month pilot research project focussing on school exclusion as a school management strategy and the disproportionate impact of school exclusion on racialised communities, vulnerable student populations, notably black students (boys in particular) and students with special educational needs and disabilities (SEN/D).

Via its advocacy service on behalf of excluded students and their families, CEN has been best placed

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

to see and be able to report on the impact of changing government policy on schooling regimes and particularly on their strategies for dealing with behaviour and discipline challenges. As such we bring to the research partnership qualitative analysis of the interface between government policy and schooling practice, how Ofsted functions as a regulator of 'standards' between those two main drivers of schooling outcomes for students and the place of schooling in personal development and the acquisition of skills.

The research will explore the extent to which contemporary schooling practices continue the legacy of the period when disproportionate numbers of black school students were sent to schools for the 'educationally subnormal' (ESN) and measure the effect that exclusion has had on the aspirations and life chances for both former and current pupils. The project will be solutions based and will draw from rich qualitative research gathered through CEN's existing advocacy networks.

CEN's Management Committee

CEN has begun the initial steps to increase the breadth of expertise we have on our Management Committee by recruiting new members to our board.

FINANCIAL REVIEW

The Trustees report a deficit of £80,803 (2023: deficit £91,291) for the year. The income for the year £67,804 was less than previous year £101,096. Expenditure was less than in the year at £148,607 (2023: £192,387).

RESERVES POLICY

Communities Empowerment Network will clearly state to funders and to its own members the purposes for which reserves are being developed and held and all existing reserves will be provisionally allocated at all times.

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves would be £65,000 or three months of operating cost. As of 31st March 2024, our unrestricted general reserves was £39,146 (2023: £34,733), however the Board has created designated funds amounting to £65,000 (2023: £178,000) for the purposes of business development.

RISK MANAGEMENT

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks which offers the Trust adequate protection.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

GOING CONCERN

As a part of its review of the charity's risk the Trustees assess whether the charity remains a going concern and will be able to continue to operate in the foreseeable future. If this is not the case the Trustees will take action to safeguard the funds of the charity and consider alternative options if continued trading is no longer viable. The trustees are of the opinion that the charity remains a going concern, and will continue to remain in operational existence for at least 12 months into the future.

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission "Charities and Public Benefit".

Since 1999, CEN has been helping parents whose children have been excluded or who are at risk of exclusion to navigate the increasingly legalistic world that exists once a child has been placed into the indeterminate state that is exclusion. CEN's charitable purposes are to provide advice, support and representation to parents whose children are experiencing problems in school across London. 80% of clients are BAMER. African-Caribbean male pupils are four times more likely to be permanently excluded from school. CEN collaborates with other related local services and contributes to related local strategy development.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- ☐ select suitable accounting policies and apply them consistently;
- ☐ observe the methods and principles in the Charities SORP;
- ☐ make judgements and accounting estimates that are reasonable and prudent;
- ☐ state whether applicable 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 charity will continue to operate.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees meeting held on 16 January 2025, and signed on its behalf

Derrick Tawiah

Derrick Tawiah
Trustee and Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES EMPOWERMENT NETWORK

I report to the trustees on my examination of the accounts of Communities Empowerment Network for the year ended 31 March 2024.

Responsibilities and basis of the report

As the trustees of the trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act, or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Kyriakides FCA
Chartered Accountants
7 Forest Road, Sutton
Surrey SM3 9NT

This report was signed on 29 January 2025

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Notes	£	£	£	£
Income & Endowments :					
Donations and legacies	4	105	42,667	42,772	220
Charitable activities income	5	-	23,582	23,582	100,609
Investments		1,450	-	1,450	267
Total Income		1,555	66,249	67,804	101,096
Expenditure on:					
Raising funds		20,981	-	20,981	216
Charitable activities	6	89,161	38,465	127,626	192,171
Total Expenditure		110,142	38,465	148,607	192,387
Net Income for the year		(108,587)	27,784	(80,803)	(91,291)
Transfer between funds		-	-	-	-
Net Movement in funds		(108,587)	27,784	(80,803)	(91,291)
Reconciliation of funds:					
Funds brought forward		212,733	-	212,733	304,024
Funds carried forward		104,146	27,784	131,930	212,733

All activities derive from continuing operations

The notes attached on pages 13 to 20 form an integral part of these financial statements.

COMMUNITIES EMPOWERMENT NETWORK

Balance Sheet at 31 March 2024

	Notes	£	2024 £	£	2023 £
FIXED ASSETS					
Tangible fixed assets	9		-		-
CURRENT ASSETS					
Debtors	10	38,618		7,977	
Cash at bank and in hand:		117,844		212,758	
Total current assets		156,462		220,735	
CREDITORS: amounts falling due within one year	11	(24,532)		(8,002)	
NET CURRENT ASSETS			131,930		212,733
NET ASSETS TOTALS			131,930		212,733
THE FUNDS OF THE CHARITY					
Unrestricted Fund					
General funds	9		39,146		34,733
Designated funds	9		65,000		178,000
Restricted Fund	9		27,784		-
			131,930		212,733

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Trustees on 16 January 2025 and signed below on their behalf, by:

Derrick Tawiah

DERRICK TAWIAH
Trustee and Treasurer

The notes attached on pages 13 to 20 form an integral part of these accounts.

1 Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts and have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Statutory Information

Communities Empowerment Network is a charity registered in England and Wales. The registered office address is Suite 23, Fifth Floor, 63-66 Hatton Garden, London EC1N 8LE.

Going Concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees are fully cognisant of the risks that the charity is carrying such as the uncertainty of future funding and obtaining a minimum unrestricted reserve sufficiency. The trustees have concluded that there are no other material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

Recognition of liabilities and expenditure

Liability and the related expenditure is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year-end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between charitable activities.

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value of estimated useful lives.

Furniture & fixtures	25% straight line	Office Equipment	25% straight line
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Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year-end.

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

4 Donation and Legacies

	2024 Unrestricted	2024 Restricted	2024 Total	2023 Total
	£	£	£	£
General donation	105	-	105	220
Grants from Trust and foundations	-	42,667	42,667	-
Total Donation & Legacies	105	42,667	42,772	220

5 Income from charitable activities

	2024 Unrestricted	2024 Restricted	2024 Total	2023 Total
	£	£	£	£
Training fees	-	-	-	700
Grants from Trust and foundations	-	23,582	23,582	99,909
Grants from Government	-	-	-	-
Total Charitable activities income	-	23,582	23,582	100,609

6 Charitable expenditure

6a Direct costs

	2024 Unrestricted	2024 Restricted	2024 Total	2023 Total
	£	£	£	£
Wages and salaries	59,212	31,220	90,432	132,051
Project activities consultants	5,866	-	5,866	23,243
Advocacy training	-	-	-	600
Parent portal	880	-	880	-
	65,958	31,220	97,178	155,894

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

6b Support costs

	2024 Unrestricted	2024 Restricted	2024 Total	2023 Total
	£	£	£	£
Travel and subsistence	119	-	119	62
Staff recruitment and training	1,190	338	1,528	2,273
Volunteer expenses	-	-	-	139
Premise - rent and rates	851	1,986	2,837	2,933
Office supplies	473	-	473	604
Software license	2,539	4,921	7,460	10,401
Equipment and repairs	4,238	-	4,238	2,765
Insurance	1,242	-	1,242	1,145
Accounting services	10,378	-	10,378	10,618
Depreciation	-	-	-	-
Sundry expenses	338	-	338	3,537
	21,368	7,245	28,613	34,477

6c Governance costs

	2024 Unrestricted	2024 Restricted	2024 Total	2023 Total
	£	£	£	£
Independent Examiner's fee	1,800	-	1,800	1,800
Other professional fees	35	-	35	-
	1,835	-	1,835	1,800

Total charitable expenditures

89,161	38,465	127,626	192,171
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7 Staff costs and emoluments

	2024 £	2023 £
Gross salaries	85,307	120,082
Employer's NI contribution	2,839	7,222
Pension contribution	2,286	3,572
Redundancy	-	1,175
	90,432	132,051

The average number of full-time equivalent staff

4	6
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No employee received remuneration amounting to more than £60,000 in either year.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

8 Trustees' remuneration and reimbursed expenses

	2024 £	2023 £
Amount reimbursed to trustee	-	-

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

9 TANGIBLE FIXED ASSETS

	Furniture & Fixture £	Office Equipment £	Total £
Cost			
At 1 Apr 2023	3,941	20,697	24,638
Additions	-	-	-
At 31 Mar 2024	3,941	20,697	24,638
Depreciation			
At 1 Apr 2023	3,941	20,697	24,638
Provided during year	-	-	-
At 31 Mar 2024	3,941	20,697	24,638
Net book value			
At 31 Mar 2024	-	-	-
At 31 Mar 2023	-	-	-

10 DEBTORS

	2024 £	2023 £
Prepayment and accrued income	19,918	7,277
Other debtors	18,700	700
	38,618	7,977

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

11 CREDITORS: amounts falling

	2024	2023
	£	£
Trade creditors	4,774	1,600
Accruals and deferred income	16,391	3,058
PAYE/NI and pension	3,367	3,344
	24,532	8,002

12 Fund Analysis

2024	Balance 01 April 2023	Income	Expenditure	Funds transfer	Balance 31 Mar 2024
	£	£	£	£	£
Unrestricted Funds					
General funds	34,733	1,555	(110,142)	113,000	39,146
Designated funds					
Transition reserve	65,000	-	-	-	65,000
Early intervention and community hubs	53,000	-	-	(53,000)	-
Advocacy intervention	60,000	-	-	(60,000)	-
Total designated funds	178,000	-	-	(113,000)	65,000
Total unrestricted funds	212,733	1,555	(110,142)	-	104,146
Restricted Funds					
Runnymede from Oct23		36,000	(12,245)	-	23,755
The Legal Education Fund.		6,667	(2,848)	-	3,819
Big Lottery Fund(ARE 21-24)	-	23,582	(23,372)	-	210
Total restricted Fund	-	66,249	(38,465)	-	27,784
Total funds	212,733	67,804	(148,607)	-	131,930

Designated Funds:

Transition reserve: To meet the transition cost of the organisation and development.

Early intervention and community hub: Fund designated for the early intervention initiative setting up community hub..

Advocacy intervention: Fund for new advocacy initiative.

Restricted Funds:

Runnymede Fund: To deliver collaborative research exploring disproportionate impact of exclusions on minority ethnic pupils..

Legal Education Fund: Legal assistance to support the excluded children.

Big Lottery ARE grant: This grant was given to cover special activities.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

2023	Balance 01 Apr 2022 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2023 £
Unrestricted Funds					
Unrestricted revenue funds	294,549	61,187	(143,003)	(178,000)	34,733
Designated funds					
Transition reserve	-	-	-	65,000	65,000
Early intervention and community hubs	-	-	-	53,000	53,000
Advocacy intervention	-	-	-	60,000	60,000
Total designated funds	-	-	-	178,000	178,000
Total unrestricted funds	294,549	61,187	(143,003)	-	212,733
Restricted Funds					
BBC Children in Need	2,176	12,832	(15,008)	-	-
Big Lottery Fund	12,462	-	(12,462)	-	-
Big Lottery Fund (ARE 21-24)	(5,163)	27,077	(21,914)	-	-
Total restricted Fund	9,475	39,909	(49,384)	-	-
Total funds	304,024	101,096	(192,387)	-	212,733

13 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General funds £	Unrestricted Designated funds £	Restricted funds £	2024 Total funds £
At 31 Mar 2024				
Fixed assets	-	-	-	-
Current assets	63,678	65,000	27,784	156,462
Current liabilities	(24,532)	-	-	(24,532)
Net assets	39,146	65,000	27,784	131,930

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2024

	Unrestricted General funds	Unrestricted Designated funds	Restricted funds	2023 Total funds
	£	£	£	£
At 31 Mar 2023				
Fixed assets	-	-	-	-
Current assets	42,735	178,000	-	220,735
Current liabilities	(8,002)	-	-	(8,002)
Net assets	34,733	178,000	-	212,733

14. Prior year SOFA Comparison

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Income & Endowments :				
Donations and legacies	220	-	220	3,334
Charitable activities income	60,700	39,909	100,609	231,654
Investments	267	-	267	14
Total Income	61,187	39,909	101,096	235,002
Expenditure on:				
Raising funds	216	-	216	216
Charitable activities	142,787	49,384	192,171	175,788
Total Expenditure	143,003	49,384	192,387	176,004
Net Income for the year	(81,816)	(9,475)	(91,291)	58,998
Transfer between funds	-	-	-	-
Net Movement in funds	(81,816)	(9,475)	(91,291)	58,998
Reconciliation of funds:				
Funds brought forward	294,549	9,475	304,024	245,026
Funds carried forward	212,733	-	212,733	304,024

Accounts

COMMUNITIES EMPOWERMENT NETWORK

**Trustees' Report and Financial Statements
For the year ended**

31 March 2023

Charity Registration No: 1099111

COMMUNITIES EMPOWERMENT NETWORK

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COMMUNITIES EMPOWERMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G John - Chairperson Ms B Parkes (resigned 26 September 2023) Mr D Tawiah - Treasurer Ms E Legg
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Charity registration number	1099111
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Chief Executive	Jenniffer Lewis
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Charity Office	Suite 23, Fifth Floor 63-66 Hatton Garden LONDON EC1N 8LE
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Bankers	Lloyds Bank 17 Heath Road Twickenham TW1 4AW
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Independent Examiner	Michael Kyrakides FCA Chartered Accountants 7 Forest Road Sutton Surrey SM3 9NT
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COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2023. The legal and administrative information is set out on page 1 and forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as an unincorporated charity, established by a written constitution and its governing document is the written constitution. The Governing Document is dated 12 June 2003.

RECRUIT AND INDUCTION OF TRUSTEES

Under the requirements of the constitution, the members of the board are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting. The Annual General Meeting is usually held between October and December.

The recruitment of trustees to the board as well as the induction of board members which will wherever possible will be undertaken by the most senior office holders and most senior staff members who have already undergone the induction procedure.

Induction of new board members will, wherever possible, take place at the Communities Empowerment Network offices no later than ten working days after the election of the new board member.

Board members complete their induction by filling in a skills audit form, which will be used to assess board training needs and attending any subsequent training courses..

Having completed their induction the new board member will sign the register of charity trustees and thereby acknowledge that they know and understand their responsibilities.

MANAGEMENT

A Board of Trustees are the overarching accountable body for CEN with the Chair providing the 'line management' support and the performance appraisal of the Chief Executive Office. The Board of Trustees meets on a quarterly basis, with a Strategic Committee (Performance) meeting on a bi-monthly basis to provide the monitoring and evaluation of the operational delivery and development aspects within the organisation.

The Chief Executive Officer reports to the Chair of Trustees and has the day to day responsibility

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

for the performance of staff and volunteers within CEN. Operationally, the delivery team is supported through 1-2-1 and Team meetings and appraisals.

CEN's FOUNDERS

The founders saw the process of challenging school exclusion as necessitating the engagement of a team of advocates to deal with exclusion cases, but also as involving parents in analysing what was wrong with schools' practices and having the capacity, collectively, to challenge those practices and the government policies that enabled and validated them.

The late **Gerry German** was the recently retired principal education officer at the Commission for Racial Equality. He helped to establish the Working Group Against Racism in Children's Resources and was their director when we got together to discuss the need for an entity such as CEN.

Jimi Adefranje was a councillor in the Borough of Lewisham who had a concern about levels of exclusion in that borough and the disproportionate number of black children being excluded from London's schools.

The late **John O'Malley** was a special educational needs consultant and a community activist. He had a concern about the high number of children with Special Educational Needs who were being excluded from school on account of their disruptive behaviour, as well as those who were being wrongly labelled, while their needs remained unidentified.

Professor Gus John, visiting faculty professor of education at the University of Strathclyde, former director of education and leisure services in the London Borough of Hackney; education and human rights campaigner since 1965; founder (with others) of the first black Supplementary/Saturday School in Oxford (1966); former member of CARD – the Campaign Against Racial Discrimination – and of the council of the Institute of Race Relations; founder member of the Caribbean Education and Community Workers Association, the organisation which commissioned Bernard Coard to write his seminal and pugnacious little book: *How the West Indian Child is Made Educationally Subnormal in the British School System* (1971); founder member of the Black Parents Movement (1975) and founder trustee of the George Padmore Institute (1991); adviser to Home Secretary Jack Straw on race and social exclusion; member of a team advising civil servants on the amendment of the 1976 Race Relations Act and the crafting of the Race Relations (Amendment) Act 2000.

FOUNDING PRINCIPLES

CEN's founding principles were the same then as they are now, that there needs to be a child-centred and children's health approach to schooling and education which affirms:

- Every child a learner
- Every child a learner that matters

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

- Every child a learner with rights and entitlements
- Those rights are enshrined in the UN Convention on the Rights of the Child
- Every child a learner with needs (emotional, social, developmental)
- Some needs act as a barrier to learning, self-development and the development of social skills and emotional literacy
- Some needs are complex and require specialist intervention
- Every child has an entitlement to education, irrespective of those needs and the behaviours to which they may give rise
- Children's right to education cannot be forfeited on account of their poor behaviour, or their non-compliance with codes of conduct or policies relating to school uniform
- If the time children spend in school, during which there should be the highest level of joint working between the school and their parents/carers, is not used to equip them with the values, the knowledge, understanding, skills and behaviours that make them fit for living in civil society and for being at ease with themselves and with those around them, even when faced with unemployment, peer pressures, negative youth culture, cyber bullying and the rest, then we are failing children and young people
- There surely is little point in equipping people with qualifications and skills for the workplace if the social and life skills they need for managing themselves at home and in the community, and for basic survival on the streets are absent
- As such, 'Zero tolerance' is senseless, oppressive and destructive.

OBJECTS AND ACTIVITIES

OBJECTIVES

To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education (primarily but not exclusively in the areas of school admissions, special educational needs assessment and school exclusions).

ACTIVITIES

Communities Empowerment Network (CEN) has continued to support those on behalf of whom the charity was established in 1999: children of African – Caribbean origin and in particular boys, who had either been excluded from school or who were experiencing problems likely to lead to a permanent exclusion and consequential academic failure, while simultaneously supporting their parents/families in managing the exclusion event and their own relationship with the school.

Unfortunately, all of that was necessary in 1999 when CEN was founded, is considerably more urgent now as CEN continues to remain as much a required resource for parents and young people as it has been since it was first founded. The organisation continues to evolve in order to provide

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

more proactive support to parents by way of early intervention support, to prevent issues before they arise, in addition to challenging unfair education practices by schools and local authorities, by advocating on behalf of young people, in order that every child receives their right to a full educational entitlement by being included in school. This evolution has also included extensive conversations with the Runnymede Trust to create a Research team as an additional strand to CEN's offering. These talks began in August 2022 and the expectation is that the project will begin in September 2023.

FUNDING

We are extremely grateful to our current funders, BBC Children in Need (BBC CiN), the National Lottery Community Fund (NLCF) and the Esmee Fairbairn Foundation (EF) via whose support we have managed to deliver the main services despite not yet having funding for the appropriate staff team in place. However, although efforts have been poured into creating processes and support services by a minimal team, due to lack of capacity as a result of funding, the full range of services are not being effectively delivered.

In order to remain active, CEN has continued to seek funding and in addition to the partnership bid with The Runnymede Trust, in June 2022, CEN made a bid to the **National Lottery Community Fund** (NLCF) one of its core funders from whom the organisation had previously secured much of its funding. CEN is often competing against an increasing number of equally deserving charities, and as a result, successful applications are not always assured and this was the case in December 2022, when it was discovered that the NLCF funding bid had not been successful, leaving CEN with a funding deficit. In fact, the immediate future gave the organisation only a further 6 months to continue meaning that CEN would not have the resources required to meet its immediate operational obligations nor to be able to realise any project development and staff recruitment ambitions.

On the back of this decision by NLCF, another funder, Esmee Fairbairn (EF) to whom CEN had also made a recent bid, advised CEN to withdraw this bid from consideration with the assurance that it would be unlikely to succeed. Instead, rather than the two years of funding that had originally been requested, CEN was encouraged to redraft the funding bid and reduce the sum requested to £60,000 over one year towards unrestricted core costs. Thankfully, this redrafted bid was successful and was granted on March 8th, 2023 specifically to allow the organisation to stabilise by minimising its outputs for 12 months and focus on restructuring.

This is contingent on the following:

	Outcome:	Indicator:
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COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

1	Improved outcomes for children at risk of exclusion delivered through empowering parents through advocacy, information and training	<i>Continuation of core functions to support pupils at risk of exclusion to sustain their involvement in education (75 supported over a year), 75 parents reached through early intervention programme, continued advocacy representation using existing Educational Advocacy volunteers</i>
2	Core functions of the organisation are strengthened	<i>Fundraising action plan developed and delivered, increase in Board members, refocus of CEO position onto stabilisation and mid-term strategy</i>
3	Partnerships are actively explored for future of the organisation	<i>Delivery and referral partnerships are actively explored both to maximise current impact and to plan for a sustainable future of CEN</i>

Prior to this, EF has funded CEN for over 12 years and as well as demonstrating the faith that this funder has in CEN's ability to achieve the success indicators as set out, securing this funding has meant that CEN, has had to pause some of its functions over the next year in keeping with the outcomes designated, while the organisation undergoes a necessary restructure.

Specifically, our stated outputs to April 2024 are to:

1. support a maximum of 75 cases via continued advocacy representation using existing Educational Advocacy volunteers (including reaching 75 parents through CEN's early intervention programme, Parent Empowering Parents (PEP))
2. have developed and delivered a Fundraising action plan as part of a medium to long-term strategy plan
3. actively explore delivery and referral partnerships both to maximise current impact and to plan for a sustainable future of CEN

In addition to the funding challenges, the year to March 2023 has also been an exceptional year for CEN in relation to personnel, with staff absent due to health-related challenges including the CEO, who from October 2022 to January 2023 was forced to take time off due to ill-health and another member of staff was asked to act up to fill the role. **In March 2023 the Parent Coordinator** resigned after a series of issues and absences. And in addition the **Triage Administrator** was also absent as a result of sickness which finally resulted in her resignation.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

CURRENT CEN STAFF TEAM ORGANOGRAM (2022-2023)

PW	POST	Status	Funded by	Notes:
5.0	CEO	Current paid staff	Internal resources	
4.0	Triage Administrator	Current paid staff	Esmee Fairbairn (EF)	Funded to 03/2024
2.5	Parent Coordinator	Current paid staff	National Lottery Community Fund (NLCF) in partnership with ARE	Funded to 06/2024
1.0	Project Coordinator	Current paid staff	ARE	Funded to 06/2024
N/A	Education Advocates	Volunteer team	Unpaid	

2022 to 2023, is the second year of a 3 year partnership between CEN and Action for Race Equality (ARE), which has allowed us to extend our parent support programme, **Parents Empowering Parents** (PEP - formerly known as PIP), to include parents of students receiving mentoring as part of ARE's Routes 2 Success (R2S) mentoring programme. This has significantly increased the number of parents supported by CEN's early intervention service the aim of which is to assist in preventing issues from escalating by providing parents with access to expert knowledge, peer support and useful information to form their own support networks, specific to the needs in their own communities. This partnership also provides this audience with access to CEN's advocacy service.

The third outcome, to 'actively explore delivery and referral partnerships' had already been partly achieved with partnerships with the following:

PARTNERSHIPS

The School Inclusion Programme (SIP) with which CEN has maintained its affiliation and via which we have been able to offer our clients access to over 150 other organisations which provide legal representation and expertise beyond CEN's remit.

The Advocacy Collective is an informal referral network of Advocacy organisations, begun by CEN in 2021 including Just for Kids Law, Coram, No More Exclusions and has since grown to include SIRG, BLAM and other organisations operating in the school exclusion space. There are

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

plans to grow the collective by extending the invitation to other similar organisations to join and formalise our internal referral approach using this collaboration as a template to ensure to the increasing number of parents requiring such services access to a broader pool of support.

Signposting and Referrals Beyond advocacy, CEN's Parent Coordinator has identified a number of organisations/agencies with whom to partner to offer parents additional services according to need. This directory is constantly updated and available to all parents contacting the service.

The Runnymede Trust

In 2022, CEN began a collaboration with the Runnymede Trust which should result in a funded partnership beginning in late 2023.

CEN's Management Committee

CEN has begun the initial steps to increase the breadth of expertise we have on our Management Committee by recruiting new members to our board.

CEN's Strategic Focus

CEN remains committed to the strategic direction which has driven its trajectory so far, which emphasises a preventative rather than reactive approach. This began with **Parents and Students Empowerment (PaSE)** which was formed as an offshoot of CEN as a body made up of parents and students to address the need for training in advocacy and representation working collectively to hold schools to account for the quality of children's schooling experience and schooling outcomes. PaSE got off to a very good start, but membership waned as a result of the fact that parents refused to take on the role of convening the group but rather expected CEN to run it, despite the fact that among them were experienced members of community organisations and professionals in various disciplines.

PaSE did not have the funds to employ a development officer or campaign coordinator. What's more, casework and in particular preparing cases for Independent Appeal Panel hearings absorbed the time and energy both of advocates and of trustees with the relevant skills to the extent that servicing PaSE made demands upon CEN that were unrealistic.

Later, CEN employed a dedicated member of staff as Parent Engagement Worker whose role was to work specifically with parents to develop independent parent groups however, these groups were not cohesive and this meant that CEN was not able to call upon a body of parents to mobilise themselves around any one issue, or to front a lobby in support of education changes, despite having represented, or advocated on behalf of thousands of students and parents over just shy of 25 years.

The latest iteration of ensuring that the parents who use CEN's services are encouraged to

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

become self-organising is our current **Parents Empowering Parents** (PEP) Programme which under its current Coordinator, is making great strides in supporting parents. This will be the fore-runner to the CEN Community Hubs initiative that we are expecting to launch in targeted local authorities in 2024/25 for parents/families in London and beyond.

In addition we intend to continue to evolve by adding Research to our current delivery of Training, Advocacy and Early Intervention and will be applying for additional funding that will specifically support these elements which will also allow us to increase the number of staff in place to oversee the additional projects.

ACHIEVEMENTS AND PERFORMANCE

In the approach to 2024, when CEN will have been in existence for 25 years, in 2022-23, the board and management have taken the opportunity to review CEN's progress during the past 25 years and to look forward at what should be next for CEN.

CEN has always operated in a challenging funding environment. One consequence of which is that we have led parents and students, if not partner organisations, to expect a great deal beyond what is often a meagre capacity. We have managed to deliver as much as we do/did only on account of the dedication and hard work of loyal staff, trustees and volunteers committed to promoting social justice through schooling and education and crucially, safeguarding children's rights, in particular their entitlement to quality education and to support their personal, emotional and social, as well as their academic development.

A constant refrain of our Chair and co-founder, is that CEN is not to be seen as an organisation that operates a treadmill, or conveyor belt, for school students rendered rejected by the schooling system, with the active support and direction of government. However, in the current cost of living climate, and in competition with the range of opportunities available elsewhere, one of the major difficulties that CEN has faced is our inability to retain staff with the skills and competences that would enable us the breadth of experience and manpower to challenge schools' exclusion practices and to operate in the policy space, using our empirical evidence to contest government policy and schooling practices.

CEN does not have any ambition to be just another charity working with excluded students and their parents/families. The history of race in Britain and the abject failure of the British state to confront the legacy of empire and the racism that is a concomitant of it, account for the crisis in education and schooling that has impacted the lives of generations of black people since the second world war, at least.

Those being failed by the system and having their life chances destroyed require us to do more than just limp along, advocating on behalf of a relatively miniscule number of excluded students each year, while the government handsomely resources MATS and those who run them to create

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

more casualties as a means of gaining Ofsted's stamp of approval, as if punishing thousands of school students each year by ruining their life chances is an inevitable by-product of the government's raising standards agenda.

As such, CEN has not deviated from the primary purpose, as its founders conceived of it: to empower parents with the information, knowledge, representation and advocacy skills that would give them the confidence and competence to hold schools to account and be more effective partners in their children's learning, while campaigning locally, regionally and nationally for government to adopt a 'Nil Exclusion' policy for all schools. A campaign based not upon the ideological leanings of CEN's founders, but upon empirical evidence (qualitative and quantitative) of the wastefulness of human potential, destructive of young people's lives and life chances, discriminatory on the axis of race, class and disability, that school exclusion represents.

CURRENT CHALLENGES

The current education environment is the aftermath of the policy decisions set in train by the current government, exemplified by the following statement from the Department for Education, in February 2015 which makes the government's position on schools' powers to exclude is very clear having made it more difficult for students and parents to challenge schools' decisions to exclude, even when the school is found to have excluded illegally:

"We are unapologetic in our stance that giving teachers the powers to properly discipline disruptive pupils and exclude the worst behaved pupils benefits all by deterring poor behaviour and ensuring young people spend their time in school learning"

The Department for Education's 2015 announcement above was both the government's response to the repeated protests from headteachers, that Independent Appeal Panels were obstructing their capacity to deliver on the punishment agenda and a reinforcing of its own intent to support schools in doing whatever they deemed necessary to improve discipline.

The disproportionate number of black students who are excluded from school year on year is evidence of the systemic/structural racism at the hands of the state and its institutions that has been part of the existential experience of black communities in Britain, ever since their arrival in the UK, when their exclusion was cloaked by the Educationally Subnormal (ESN) agenda all the way through to more recently by abolishing Independent Appeals Panels (IAPs) and replacing them with Independent Review Panels (IRPs) which, unlike IAPs, IRPs have no power to compel schools to reinstate children who have been excluded.

This accounts for the profile black children, boys in particular, have in schooling and education. It accounts for the confidence with which the head of a secondary school could exclude a black boy for contravening the school's uniform policy by coming to school with his hair in cornrow plaits,

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

arguing: a) that in addition to not complying with the uniform policy, that hair style 'is an aggressive form of ethnic identification' and b) 'it is indicative of gang culture, a culture that the school is working hard to keep out'. What is more, that headteacher felt emboldened by the fact that he had the unqualified support of his chair of governors, a Black Caribbean male, who not only endorsed the headteacher's decision to exclude and his reasons for doing so, he also argued in his own right that other black parents were happy to comply with the school's uniform policy by making sure that they cut their boys' hair as stipulated in the policy and that the protesting parent of the boy with braided hair was unrepresentative of other black parents in the school. According to him, those parents were not only supportive of the school's uniform policy, they would dismiss as absurd any claim that the school was being discriminatory in its decision to exclude the boy with braided hair.

Schools are expected to follow the exclusion guidelines published by the government. However, the government appears to be unconcerned about the latitude that 'giving teachers the powers to properly discipline disruptive pupils and exclude the worst behaved pupils' provides for teachers to engage in whimsical, vengeful and discriminatory conduct towards students and their parents.

This is especially concerning since the group subject to the most discipline, the most excluded and that constitutes the highest proportion of 'managed moves' is African Caribbean boys, followed closely by mixed heritage children – those of parents with one Caribbean partner'.

Meanwhile, recent analysis has shown that suspensions across England hit a record high in autumn term 2022, with nearly a quarter of a million suspensions involving some 135,000 pupils.

Despite those extraordinary levels of suspension, the DfE clearly saw no need to deviate from the 'one size fits all' position:

'We back heads to use suspensions and permanent exclusions where required as part of behaviour management, so they can provide calm, safe, and supportive environments where both pupils and staff can work in safety and are respected'.

A DfE spokesperson

Through these decisions, the government is sending a powerful message to parents and children across the country about 'zero tolerance' and the pivotal role it expects school managers to attach to it in determining the nature of behaviour and discipline policies and practices.

Given this particular political environment that provides the framework for schools' exclusion regimes and the rate at which exclusion is growing, the country would require at least one CEN in every borough, town and municipal district, if only to support excluded students and campaign for the delivery of their educational entitlement. At the same time as preferring that the service

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

would not be required, over the next few years, we are putting plans in place to make CEN's services more widely available to parents and young people in more targeted areas of need.

Since April 2022 CEN has continued to deliver our core services:

- Hosted **10 parent forums** allowing parents from all communities to attend and gain expert advice and support from professionals and other parents
- Signposted **53 parents** to external agencies to gain more specialist support via CEN's Directory of External Support
- Provided in school PEP session in order to engage additional parents
- Engaged **32 parents** who attended forums which brought parents together from the community and reported that these have created a sense of 'unity'.

From April 2022 to March 2023, CEN was forced to refer more cases requiring advocacy to external partners due to a lack of availability from our in-house team. These were outsourced to partner agencies such as Advocate or the School Inclusion Project (SIP) with whom CEN partners in order to provide legal assistance for those cases which are beyond CEN'S remit.

In partnership with Action for Race Equality (ARE), via which we provide Early Intervention, all clients who come to CEN for support are referred to our Parent Coordinator for any additional parental support in addition to advocacy.

We have had to suspend Advocacy training for 2022 - 2023, however, we will be re-engaging with the University of Law, offering to train their students again in 2024.

THE DIFFERENCES WE BELIEVE WE HAVE MADE

To evidence the impact of the work that CEN delivers in binary terms of success/failure is not as straightforward as it has always been difficult trying to convey (and capture) this information in terms of cases that have been won rather in terms of those we have assisted.

To continue to enlarge our referral network, CEN will continue to take advantage of other partnership opportunities using the arrangement with ARE (formerly the Black Training and Enterprise Group BTEG) as a template by which to extend our support network.

RESEARCH

In order to capitalise on the recognisable name and well-deserved reputation that CEN has in the field of Education Advocacy, we have not been able to produce any significant addition to the education debate. However, the talks that we have been engaged in with the Runnymede Trust to partner with them to fund a Research Development Officer proposes to address this, by using information collated from casework to engage with a range of key stakeholders to explore the impact of the two tier school exclusion system on black and minority communities in the UK.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

CEN IN THE COMMUNITY

CEN also proposes to introduce **Community Hubs** by establishing mini-satellite versions of CEN in targeted local communities which will deliver CEN's main outputs to parents, and schools. This will be initially offered to individual local authorities in partnership with already established community organisations who have premises within each borough in which the following services will be delivered:

- The CEN PEP Programme
- Alternative strategies to School Exclusion workshops for school leaders
- Advocacy Parent Group Leadership Training for parents/local community members
- Scheduled drop in Advocacy surgeries

As part of the current funding bid with ARE which created the Parent Coordinator role, the plan was to also train volunteers who would then act as PEP Coordinators in their local communities, modelled on the current Education Advocacy Team however, this will now be delivered as part of the CEN Community Hubs initiative.

Early Intervention and Community Hubs

*This project is designed as an extension to the current work that CEN has delivered via the partnership with ARE and will provide CEN services to local targeted communities in specific local authorities and using the **Parents Empowering Parents (PEP)** Programme, encourage those who use CEN's services to become self-organising, to which under its current Coordinator, is making great strides in supporting parents. This will be the fore-runner to the CEN Community Hubs initiative that we are expecting to launch in 2024/25 for parents/families in London and beyond.*

FINANCIAL REVIEW

The Trustees report a deficit of £91,291 (2022: surplus £58,998) for the year. The income for the year £101,096 was significantly less than previous year £235,002. Expenditure was slightly higher in the year at £192,387 (2022: £176,004).

RESERVES POLICY

Communities Empowerment Network will clearly state to funders and to its own members the purposes for which reserves are being developed and held and all existing reserves will be provisionally allocated at all times.

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves would be £65,000 or three months of operating cost. As of 31st March 2023, our unrestricted general reserves was £34,733 (2022: £294,549), however the Board has created designated funds amounting to £178,000 (2022: £Nil) for the purposes of business development.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

RISK MANAGEMENT

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks which offers the Trust adequate protection.

GOING CONCERN

As a part of its review of the charity's risk the Trustees assess whether the charity remains a going concern and will be able to continue to operate in the foreseeable future. If this is not the case the Trustees will take action to safeguard the funds of the charity and consider alternative options if continued trading is no longer viable, The trustees are of the opinion that the charity remains a going concern, and will continue to remain in operational existence for at least 12 months into the future.

PUBLIC BENEFIT

The Management Committee confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission "Charities and Public Benefit".

Since 1999, CEN has been helping parents whose children have been excluded or who are at risk of exclusion to navigate the increasingly legalistic world that exists once a child has been placed into the indeterminate state that is exclusion. CEN's charitable purposes are to provide advice, support and representation to parents whose children are experiencing problems in school across London. 80% of clients are BAMER. African-Caribbean male pupils are four times more likely to be permanently excluded from school. CEN collaborates with other related local services and contributes to related local strategy development.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- ☐ select suitable accounting policies and apply them consistently;
- ☐ observe the methods and principles in the Charities SORP;
- ☐ make judgements and accounting estimates that are reasonable and prudent;
- ☐ state whether applicable 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 charity will continue to operate.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees meeting held on 29 January 2024, and signed on its behalf

Derrick Tawiah

Derrick Tawiah
Trustee and Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES EMPOWERMENT NETWORK

I report to the trustees on my examination of the accounts of Communities Empowerment Network for the year ended 31 March 2023.

Responsibilities and basis of the report

As the trustees of the trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act, or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Kyriakides ACA
Chartered Accountants
7 Forest Road, Sutton
Surrey SM3 9NT

This report was signed on 29 January 2024

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2023

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	Notes	£	£	£	£
Income & Endowments :					
Donations and legacies	4	220	-	220	3,334
Charitable activities income	5	60,700	39,909	100,609	231,654
Investments		267	-	267	14
Total Income		61,187	39,909	101,096	235,002
Expenditure on:					
Raising funds		216	-	216	216
Charitable activities	6	142,787	49,384	192,171	175,788
Total Expenditure		143,003	49,384	192,387	176,004
Net (Expenditure)/Income for the year		(81,816)	(9,475)	(91,291)	58,998
Transfer between funds		-	-	-	-
Net Movement in funds		(81,816)	(9,475)	(91,291)	58,998
Reconciliation of funds:					
Funds brought forward		294,549	9,475	304,024	245,026
Funds carried forward		212,733	-	212,733	304,024

All activities derive from continuing operations

The notes attached on pages 19 to 26 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Balance Sheet at 31 March 2023

	Notes	£	2023 £	2022 £
FIXED ASSETS				
Tangible fixed assets	9		-	-
CURRENT ASSETS				
Debtors	10	7,977	946	
Cash at bank and in hand:		<u>212,758</u>	<u>325,096</u>	
Total current assets		220,735	326,042	
CREDITORS: amounts falling due within one year	11	<u>(8,002)</u>	<u>(22,018)</u>	
NET CURRENT ASSETS			<u>212,733</u>	<u>304,024</u>
NET ASSETS TOTALS			<u>212,733</u>	<u>304,024</u>
THE FUNDS OF THE CHARITY				
Unrestricted Fund				
General funds	12	34,733	294,549	
Designated funds	12	178,000	-	
Restricted Fund	12	-	9,475	
			<u>212,733</u>	<u>304,024</u>

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Trustees on 29 January 2024 and signed below on their behalf, by:

Derrick Tawiah

DERRICK TAWIAH
Trustee and Treasurer

The notes attached on pages 19 to 26 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

1 Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts and have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Statutory Information

Communities Empowerment Network is a charity registered in England and Wales. The registered office address is Suite 23, Fifth Floor, 63-66 Hatton Garden, LONDON EC1N 8LE.

Going Concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees are fully cognisant of the risks that the charity is carrying such as the uncertainty of future funding and obtaining a minimum unrestricted reserve sufficiency. The trustees have concluded that there are no other material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

Recognition of liabilities and expenditure

Liability and the related expenditure is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year-end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between charitable activities.

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value of estimated useful lives.

Furniture & fixtures	25% straight line	Office Equipment	25% straight line
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Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year-end.

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

4 Donation and Legacies

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Total
	£	£	£	£
General donation	220	-	220	3,334
Grants from Trust and foundations	-	-	-	-
Total Donation & Legacies	220	-	220	3,334

5 Income from charitable activities

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Total
	£	£	£	£
Training fees	700	-	700	3,600
Grants from Trust and foundations	60,000	39,909	99,909	228,054
Grants from Government	-	-	-	-
Total Charitable activities income	60,700	39,909	100,609	231,654

6 Charitable expenditure

6a Direct costs

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Total
	£	£	£	£
Wages and salaries	95,237	36,814	132,051	113,994
Project activities consultants	20,957	2,286	23,243	25,136
Advocacy training	-	600	600	600
Parent portal	-	-	-	3,270
	116,194	39,700	155,894	143,000

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

6b Support costs

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Total
	£	£	£	£
Travel and subsistence	62	-	62	270
Staff recruitment and training	485	1,788	2,273	-
Volunteer expenses	139	-	139	269
Premise - rent and rates	(709)	3,642	2,933	2,694
Office supplies	604	-	604	145
Software licences	8,389	2,012	10,401	9,286
Equipment and repairs	2,765	-	2,765	1,499
Insurance	1,145	-	1,145	1,112
Accounting services	8,376	2,242	10,618	10,374
Depreciation	-	-	-	1
Sundry expenses	3,537	-	3,537	4,888
	24,793	9,684	34,477	30,538

6c Governance costs

	2023 Unrestricted	2023 Restricted	2023 Total	2022 Total
	£	£	£	£
Independent Examiner's fee	1,800	-	1,800	1,800
Trustees' expenses	-	-	-	-
	1,800	-	1,800	1,800
Total charitable expenditures	142,787	49,384	192,171	175,338

7 Staff costs and emoluments

	2023 £	2022 £
Gross salaries	120,082	104,773
Employer's NI contribution	7,222	6,168
Pension contribution	3,572	3,053
Redundancy	1,175	-
	132,051	113,994

The average number of full-time equivalent staff 4 6

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

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

8 Trustees' remuneration and reimbursed expenses

	2023	2022
	£	£
Amount reimbursed to trustee	-3	-2

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

9 TANGIBLE FIXED ASSETS

	Furniture & Fixture £	Office Equipment £	Total £
Cost			
At 1 Apr 2022	3,941	20,697	24,638
Additions	-	-	-
At 31 Mar 2023	3,941	20,697	24,638
Depreciation			
At 1 Apr 2022	3,941	20,697	24,638
Provided during year	-	-	-
At 31 Mar 2023	3,941	20,697	24,638
Net book value			
At 31 Mar 2023	-	-	-
At 31 Mar 2022	-	-	-

10 DEBTORS

	2023	2022
	£	£
Prepayment and accrued income	7,277	571
Other debtors	700	375
	7,977	946

11 CREDITORS: amounts falling within one year

	2023	2022
	£	£
Trade creditors	1,600	12,501
Accruals	3,058	6,534
PAYE/NI and pension	3,344	2,983
	8,002	22,018

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

12 Fund Analysis

2023	Balance 01 April 2022 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2023 £
Unrestricted Funds					
General funds	294,549	61,187	(143,003)	(178,000)	34,733
Designated funds					
Transition reserve	-	-	-	65,000	65,000
Early intervention and community hubs	-	-	-	53,000	53,000
Advocacy intervention	-	-	-	60,000	60,000
Total designated funds	-	-	-	178,000	178,000
Total unrestricted funds	294,549	61,187	(143,003)	-	212,733
Restricted Funds					
BBC Children in Need	2,176	12,832	(15,008)	-	-
Big Lottery Fund	12,462	-	(12,462)	-	-
Big Lottery Fund(ARE 21-24)	(5,163)	27,077	(21,914)	-	-
Total restricted Fund	9,475	39,909	(49,384)	-	-
Total funds	304,024	101,096	(192,387)	-	212,733

The unrestricted income of £61,187 includes £60,000 received from Esmee Fairbairn.

Designated Funds:

Transition reserve: To meet the transition cost of the organisation and development.

Early intervention and community hub: Fund designated for the early intervention initiative setting up community hub..

Advocacy intervention: Fund for new advocacy initiative.

Restricted Funds:

BBC Children in Need: Advice and advocacy project supporting children with special needs.

Big Lottery Fund: Three year funding to support the excluded children.

Big Lottery ARE grant: This grant was given to cover special activities..

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

2022	Balance 01 Apr 2021 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2022 £
Unrestricted Funds					
General Funds	224,694	71,948	(3,027)	934	294,549
Total unrestricted funds	224,694	71,948	(3,027)	934	294,549
Restricted Funds					
BBC Children in Need	7,870	-	(4,760)	(934)	2,176
Big Lottery Fund	12,462	151,159	(151,159)	-	12,462
Big Lottery Fund (ARE 21-24)	-	11,895	(17,058)		(5,163)
Total restricted Fund	20,332	163,054	(172,977)	(934)	9,475
Total funds	245,026	235,002	(176,004)	-	304,024

13 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General funds £	Unrestricted Designated funds £	Restricted funds £	2023 Total funds £
At 31 Mar 2023				
Fixed assets	-	-	-	-
Current assets	42,735	178,000	-	220,735
Current liabilities	(8,002)		-	(8,002)
Net assets	34,733	178,000	-	212,733

	Unrestricted General funds £	Unrestricted Designated funds £	Restricted funds £	2022 Total funds £
At 31 Mar 2022				
Fixed assets	-	-	-	-
Current assets	316,567	-	9,475	326,042
Current liabilities	(22,018)	-	-	(22,018)
Net assets	294,549	-	9,475	304,024

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2023

14. Prior year SOFA Comparison

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income & Endowments :				
Donations and legacies	3,334	-	3,334	670
Charitable activities income	68,600	163,054	231,654	397,196
Investments	14	-	14	7
Total Income	71,948	163,054	235,002	397,873
Expenditure on:				
Raising funds	216	-	216	216
Charitable activities	2,811	172,977	175,788	176,237
Total Expenditure	3,027	172,977	176,004	176,453
Net Income for the year	68,921	(9,923)	58,998	221,420
Transfer between funds	934	(934)	-	-
Net Movement in funds	69,855	(10,857)	58,998	221,420
Reconciliation of funds:				
Funds brought forward	224,694	20,332	245,026	23,606
Funds carried forward	294,549	9,475	304,024	245,026

Accounts

COMMUNITIES EMPOWERMENT NETWORK

**Trustees' Report and Financial Statements
For the year ended**

31 March 2022

Charity Registration No: 1099111

COMMUNITIES EMPOWERMENT NETWORK

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COMMUNITIES EMPOWERMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G John -Chairperson Ms B Parkes Mr D Tawiah- Treasurer Ms E Legg Ms H Myers (resigned September 2021)
Charity registration number	1099111
Chief Executive	Jennifer Lewis
Charity Office	Suite 23, Fifth Floor 63-66 Hatton Garden LONDON EC1N 8LE
Bankers	Lloyds Bank 17 Heath Road Twickenham TW1 4AW
Independent Examiner	Michael Kyrakides FCA Chartered Accountants 7 Forest Road Sutton Surrey SM3 9NT

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2022. The legal and administrative information is set out on page 1 and forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as an unincorporated charity, established by a written constitution and its governing document is the written constitution. The Governing Document is dated 12 June 2003.

RECRUIT AND INDUCTION OF TRUSTEES

Under the requirements of the constitution, the members of the management committee are elected to serve for a period of one year after which must be re-elected at the next Annual General Meeting. The Annual General Meeting is usually held between October and December.

The recruitment of trustees to the Management Committee as well as the induction of Management Committee members which will wherever possible will be undertaken by the most senior office holders and most senior staff members who have already undergone the induction procedure.

Induction of new Management Committee members will, wherever possible, take place at the Communities Empowerment Network offices no later than ten working days after the election of the new Management Committee member.

Management Committee members complete their induction by filling in a skills audit form, which will be used to assess Management Committee training needs and attending any subsequent training courses..

Having completed their induction the new Management Committee member will sign the register of charity trustees and thereby acknowledge that they know and understand their responsibilities.

MANAGEMENT

A Board of Trustees are the overarching accountable body for CEN with the Chair providing the 'line management' support and the performance appraisal of the Chief Executive Office. The Board of Trustees meets on a quarterly basis, with a Strategic Committee (Performance) meeting on a bi-monthly basis to provide the monitoring and evaluation of the operational delivery and development aspects within the organisation.

The Chief Executive Officer reports to the Chair of Trustees and has the day to day responsibility for the performance of staff and volunteers within CEN. Operationally, the delivery team is supported through 1-2-1 and Team meetings and appraisals.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

OBJECTS AND ACTIVITIES

OBJECTIVES

To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education (primarily but not exclusively in the areas of school admissions, special educational needs assessment and school exclusions).

ACTIVITIES

The Communities Empowerment Network (CEN) has continued to support those on behalf of whom the charity was established in 1999: children of African – Caribbean origin and in particular boys, who had either been excluded from school or who were experiencing problems likely to lead to a permanent exclusion and consequential academic failure, while simultaneously supporting their parents/families in managing the exclusion event and their own relationship with the school.

CEN continues to remain as much a required resource for parents and young people as it has always been since it was first founded, and in 2022 the organisation continues to evolve in order to support parents in challenging unfair education practises by schools and local authorities, and advocating on behalf of young people, in order that every child receives their right to a full educational entitlement by being included in school.

In order to remain active, CEN continues to seek funding and although we are fully aware that as we are often competing against other charities, all of whom are equally deserving, the success of each application is not always assured. However, we are extremely grateful to our current funders, BBC Children in Need, the National Lottery Community Fund and the Esmée Fairbairn Foundation.

CEN's partnership with ARE

CEN is currently in the first phase of a 3 year partnership with Action for Race Equality (ARE), which has allowed us to extend our parent support programme, **Parents Empowering Parents** (PEP - formerly known as PIP), to include parents of students receiving mentoring as part of ARE's Routes 2 Success (R2S) mentoring programme. This has significantly increased the number of parents supported by CEN's early intervention service, the aim of which is to assist in preventing issues from escalating by providing parents with access to expert knowledge, peer support and useful information to form their own support networks, specific to the needs in their own communities.

CEN and SIP

CEN has maintained its affiliation with the School Inclusion Programme (SIP) via which we have been able to offer our clients access to over 150 other organisations which provide legal representation and expertise beyond CEN's remit.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

CEN has also continued to build the informal referral network, The Advocacy Collective which began in 2021 and brings together a small group of Advocacy organisations all of whom serve a similar client group.

The intention is that once we have formalised our internal referral approach we will use this as a template to collaborate with other organisations beyond advocacy in an effort to ensure that our joint clientele has access to a broader pool of support.

CEN's Management Committee

CEN has begun the initial steps to increase the breadth of expertise we have on our Management Committee by recruiting new members to our board which is currently under the leadership of our joint founder and Chair, Professor Gus John.

CEN's Strategic Focus

Unfortunately, the restructure which began in 2017 had to be paused due to the pandemic, but CEN remains committed to the strategic direction which has driven the change of focus so far, which emphasises a preventative rather than reactive approach, and in addition we intend to evolve our plans in accordance with the removed restrictions in order to add Research and Campaigning as well as the planting of Community Hubs to our current delivery of Training, Advocacy and Early Intervention and will be applying for additional funding that will specifically support these elements and which will also allow us to increase the number of staff in place to oversee the additional projects.

ACHIEVEMENTS AND PERFORMANCE

In 2019, CEN launched the INclude Programme using funding derived from the National Lottery Community Fund – NLCF.

The project involved providing information, advice and guidance as well as hands on support for community organisations to develop capacity and provide mentoring support to children at risk of permanent exclusion, as well as advocacy support and representation to parents with children who had been excluded.

However, due to the pandemic, we were forced to suspend the mentoring delivery but in June 2021, CEN began a 3 year partnership with Action for Race Equality which was also funded by the NLCF. To ARE's Routes 2 Success programme (R2S) which provides mentoring for school students deemed at risk of exclusion, the partnership with CEN has since added a 'parent mentoring approach', which extends and builds upon the most effective aspects of CEN's INclude programme as well as creating 2 part time posts to deliver the programme and ensure that CEN is able to extend the support we have been able to offer parents by engaging with and supporting parents of the students attending the R2S mentoring programme.

The programme created as a result was originally called the Parents Included Programme (PIP), but later changed its name to Parents Empowering Parents (PEP) which parents agreed was a more apt description of the service provided, as the programme empowers parents by providing key skills in how to recognise their own inner expertise and use examples from their own parenting

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

journey to and assist each other, thereby extending the learning to members of their community as needed.

As part of this partnership, up to March 2022 CEN:

- Hosted **4 parent forums** and **1 coffee morning** allowing parents from all communities to attend and gain expert advice and support from professionals and other parents
- Signposted **41 parents** to external agencies to gain more specialist support via CEN's Directory of External Support
- Provided different events in order to engage parents from all communities including the parent forums held in the evening, and the coffee mornings
- Engaged **14 parents** who attended forums which brought parents together from the community and reported that these have created a sense of 'unity'.

One feature of the PEP events so far has been a failure to attract fathers in equal number to mothers. CEN intends to address this by hosting a Fathers only forum which took place around Father's Day in June 2022, both in order to recognise the father's involvement as parents, as well as in the hope of discovering why men appear to be less inclined to attend the parent events that we have delivered.

The partnership held its inaugural Empowering Parents Conference on 12th November 2022.

From April 2021 to March 2022, CEN dealt with over 120 cases requiring advocacy. These were delivered by CEN's advocacy team however, due to their complexity, some of these cases required outsourcing to partner agencies such as Advocate or the School Inclusion Project (SIP) with whom CEN partners in order to provide legal assistance for those cases which are beyond CEN'S remit.

The majority of clients also required additional parental support which we are able to provide due to our partnership with Action for Race Equality (ARE), via which we have been able to extend the service which CEN provides to include Early Intervention.

A key feature of this is Parent Support, delivered by CEN's Parent Coordinator who as well as providing information advice and guidance via CEN's newest project, Parents Empowering Parents (PEP) which delivers monthly parent forums and Coffee morning events on topics relevant to parents' needs, often with guest speakers who are experts in their specific field, is also able to signpost both parents and children for more specialist support beyond CEN's remit, including mentoring services provided by ARE and other organisations, as well as specific services for children with Special Educational Needs/Disabilities (SEN/D) such as the National Autistic Society

From March 2020, CEN like many other organisations had to reconsider its operational, output and delivery approaches due to the restrictions imposed as a result of Covid 19, including where we worked and how we dealt with clients as we were no longer able to allow our advocates to offer in-person support to clients and were also forced to suspend all school-based engagement and direct advocacy representation to support parents through the Governors Disciplinary Committees, Independent Review Panels or reintegration/appeals processes.

However, in spite of the restrictions imposed as a result of lockdown, CEN was able to continue to serve parents by adapting our service to include being able to interact with clients without having

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

to meet 'in-person'. This was also assisted by schools changing their own rules to allow parents to attend hearings remotely which meant that we could offer representation without sometimes limiting the necessity to attend in-person thereby enabling CEN to seek assistance from across the advocacy team rather than only from those in closer proximity to the school.

As a result of the restrictions during lockdown as well as the uncertainty as to when we might return to 'normal', we had suspended our Advocacy Training programme as well as our relationship with the University of Law via whom we have previously secured the services of a number of our volunteer cohort. However, despite being unable to continue our training delivery programme to students at the University of Law, during the Covid-19 period, we were able to redesign aspects of our training service, and introduce a more structured remote training delivery process as well increasing the breadth of training offered.

In January of 2022, however, CEN renewed the partnership with the University of Law, offering to train up to 20 of their students to join CEN's Education Advocacy team. Due to the continuation of Covid restrictions, the training was structured across 4 modules, was delivered online and the intention is to repeat the delivery of this training with a new cohort of students from University of Law further on in the year.

The revised Advocacy training programme consists of the following elements:

- Advocacy Training
- Safeguarding in Advocacy
- Case Management
- Induction

THE DIFFERENCES WE BELIEVE WE HAVE MADE

It has always been difficult trying to convey (and capture) the impact of the work in terms of success as this is not always in terms of cases that have been won but more in terms of those we have assisted.

We will continue to take advantage of other partnership opportunities using the arrangement with ARE (formerly the Black Training and Enterprise Group BTEG) to partner with other organisations and extend our support network.

RESEARCH

Despite having a recognisable name in the field of Education Advocacy, CEN has not been able to capitalise on its well-deserved reputation to produce any significant addition to the education debate. The proposal to address this and which is currently underway is to partner with an organisation to fund a Research Development Officer.

Using information collated from casework, CEN currently derives its data which evidences the impact of exclusion on already vulnerable communities, particularly those whose children's life chances are already diminished as a result of other disadvantages, but we are aware that this information could - and should - be used to contribute to government reports, articles, education

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

journals with the intention of informing the public and ultimately to affect policy decisions, but is currently unused due to lack of resource capacity.

CEN is currently in the process of completing a research proposal which will engage with a range of key stakeholders to explore the impact of the two tier school exclusion system on black and minority communities in the UK. Central to the approach is co-creation and collaboration, which targets change at the systemic level (as well as acknowledgement of the damage caused to those individuals and communities affected).

CEN IN THE COMMUNITY

Another proposal is to introduce **CEN Community Hubs** by establishing mini-satellite versions of CEN in targeted local communities which will deliver CEN's 3 main outputs: Training, Advocacy and Early Intervention.

The planting of each hub would be in partnership with already established community organisations who have premises within each borough which CEN could occupy for an agreed number of sessions per month including: LA run premises, Youth clubs, Schools, Community centres, GP Surgeries, Libraries, Children's centres, Churches, etc, at which the following services will be delivered:

- The CEN PEP Programme
- Localised PEP Forums
- Advocacy Training for parents/local community members
- Scheduled drop in Advocacy surgeries

TRAINING

The 2020 CEO's report detailed an outline of a proposal for CEN to deliver training to delegates from external organisations, particularly to those representing youth services, parent organisations as well as school, staff members who represent the welfare and pastoral interests of the child required to attend Governors Disciplinary Committee (GDC) hearings, Independent Review Panel (IRP) meetings and Independent Tribunals as well as college and University students.

Using CEN's relationship with University of Law as a template, the proposal outlined that CEN would accredit and formerly offer this training to educational providers at a fee, included in which would be the offer of a placement period for students from college/University by which they would remain on placement with CEN as Volunteer Advocates for an agreed period following their training.

CEN has already gone some way towards achieving this with a 4 part Advocacy training programme consisting of the following elements:

- **Advocacy Training**
- **Safeguarding**
- **Case Management**
- **Induction**

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

Also, CEN already has an established relationship with the prestigious University of Law who have indicated that they are keen to continue the relationship with CEN. We now only require a recognised accreditation, a marketing strategy as well as a **Training Coordinator** on board, to launch the programme to other learning establishments.

PEP FACILITATOR TEAM

As part of the joint funding bid with ARE which created the Parent Coordinator role, the next step is to train volunteers who would then act as PEP Coordinators in their local communities. This will be modelled on the current Education Advocacy Team and will create a second CEN volunteer cohort.

FINANCIAL REVIEW

The Trustees report a surplus of £58,998 (2021 £221,420) for the year. The income for the year £235,002 was significantly less than previous year £397,873. Expenditure remained largely static in the year at £176,004 (2021: £176,453).

RESERVES POLICY

Communities Empowerment Network will clearly state to funders and to its own members the purposes for which reserves are being developed and held and all existing reserves will be provisionally allocated at all times.

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves would be £65,000 or three months of operating cost. As of 31st March 2022, our unrestricted reserves stood at £294,549 (2021 £224,694).

RISK MANAGEMENT

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks which offers the Trust adequate protection.

GOING CONCERN

As a part of its review of the charity's risk the Trustees assess whether the charity remains a going concern and will be able to continue to operate in the foreseeable future. If this is not the case the Trustees will take action to safeguard the funds of the charity and consider alternative options if continued trading is no longer viable. The trustees are of the opinion that the charity remains a going concern, and will continue to remain in operational existence for at least 12 months into the future.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

PUBLIC BENEFIT

The Management Committee confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission "Charities and Public Benefit".

Since 1999, CEN has been helping parents whose children have been excluded or who are at risk of exclusion to navigate the increasingly legalistic world that exists once a child has been placed into the indeterminate state that is exclusion. Charitable purposes are to provide advice, support and representation to parents whose children are experiencing problems in school across London. 80% of clients are BAMER. African-Caribbean male pupils are four times more likely to be permanently excluded from school. CEN collaborates with other related local services and contributes to related local strategy development.

COVID-19

Despite the impact that the pandemic has had in 2021-22, the trustees are of the belief that these financial statements can be prepared on a going concern basis, because despite the pandemic, the charity's income has increased in the subsequent financial year and therefore the charity has the financial capacity to continue its operations in the next twelve months.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- ☐ select suitable accounting policies and apply them consistently;
- ☐ observe the methods and principles in the Charities SORP;
- ☐ make judgements and accounting estimates that are reasonable and prudent;
- ☐ state whether applicable 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 charity will continue to operate.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

Approved by the trustees meeting held on 27 January 2023, and signed on its behalf

Derrick Tawiah

Derrick Tawiah
Trustee and Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES EMPOWERMENT NETWORK

I report to the trustees on my examination of the accounts of Communities Empowerment Network for the year ended 31 March 2022.

Responsibilities and basis of the report

As the trustees of the trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act, or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Kyriakides ACA
Chartered Accountants
7 Forest Road, Sutton
Surrey SM3 9NT

This report was signed on 27 January 2023

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2022

		Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	Notes	£	£	£	£
Income:					
Donations and legacies	4	3,334	-	3,334	670
Charitable activities income	5	68,600	163,054	231,654	397,196
Investments		14	-	14	7
Total Income		71,948	163,054	235,002	397,873
Expenditure on:					
Raising funds		216	-	216	216
Charitable activities	6	2,811	172,977	175,788	176,237
Total Expenditure		3,027	172,977	176,004	176,453
Net Income for the year		68,921	(9,923)	58,998	221,420
Transfer between funds		934	(934)	-	-
Net Movement in funds		69,855	(10,857)	58,998	221,420
Reconciliation of funds:					
Funds brought forward		224,694	20,332	245,026	23,606
Funds carried forward		294,549	9,475	304,024	245,026

All activities derive from continuing operations

The notes attached on pages 14 to 21 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Balance Sheet at 31 March 2022

	Notes	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible fixed assets	9		-		1
CURRENT ASSETS					
Debtors	10	946		2,416	
Cash at bank and in hand:		325,096		262,239	
Total current assets		326,042		264,655	
CREDITORS: amounts falling due within one year	11	(22,018)		(19,630)	
NET CURRENT ASSETS			304,024		245,025
NET ASSETS TOTALS			304,024		245,026
THE FUNDS OF THE CHARITY					
Unrestricted Fund	9		294,549		224,694
Restricted Fund	9		9,475		20,332
			304,024		245,026

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The financial statements were approved by the Trustees on 27 January 2023 and signed below on their behalf, by:

Derrick Tawiah

DERRICK TAWIAH
Trustee and Treasurer

The notes attached on pages 14 to 21 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

1 Accounting policies

Basis of preparation and accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts and have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2015) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Statutory Information

Communities Empowerment Network is a charity registered in England and Wales. The registered office address is Suite 23, Fifth Floor, 63-66 Hatton Garden, LONDON EC1N 8LE.

Going Concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees are fully cognisant of the risks that the charity is carrying such as the uncertainty of future funding and obtaining a minimum unrestricted reserve sufficiency. In making this decision the trustees have recognised the additional risks of the charity arising from the impact COVID-19 has had on all businesses. The trustees have concluded that there are no other material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

Recognition of liabilities and expenditure

Liability and the related expenditure is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year-end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between charitable activities.

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value of estimated useful lives.

Furniture & fixtures	25% straight line	Office Equipment	25% straight line
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Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year-end.

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

4 Donation and Legacies

	2022	2022		
	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
General donation	3,334	-	3,334	670
Grants from Trust and foundations	-	-	-	-
Total Donation & Legacies	3,334	-	3,334	670

5 Income from charitable activities

	2022	2022		
	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Training fees	3,600	-	3,600	-
Grants from Trust and foundations	65,000	163,054	228,054	346,451
Grants from Government	-	-	-	50,745
Total Charitable activities income	68,600	163,054	231,654	397,196

6 Charitable expenditure

6a Direct costs

	2022	2022		
	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Wages and salaries	-	113,994	113,994	111,685
Project activities consultants	-	25,136	25,136	17,534
Advocacy training	-	600	600	2,100
Parent portal	800	2,920	3,720	1,307
	800	142,650	143,450	132,626

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

6b Support costs

	2022	2022		
	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Travel and subsistence	-	270	270	179
Staff recruitment and training	-	-	-	-
Volunteer expenses	-	269	269	106
Premise - rent and rates	-	2,694	2,694	16,573
Office supplies	-	145	145	2,674
Software license	1,787	7,499	9,286	271
Equipment and repairs	-	1,499	1,499	7,508
Insurance	-	1,112	1,112	1,081
Accounting services	-	10,374	10,374	8,498
Depreciation	-	1	1	635
Sundry expenses	224	4,664	4,888	4,526
	2,011	28,527	30,538	42,051

6c Governance costs

	2022	2022		
	Unrestricted	Restricted	2022 Total	2021 Total
	£	£	£	£
Independent Examiner's fee	-	1,800	1,800	1,560
Trustees' expenses	-	-	-	-
	-	1,800	1,800	1,560
Total charitable expenditures	2,811	172,977	175,788	176,237

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

7 Staff costs and emoluments

	2022	2021
	£	£
Gross salaries	104,773	104,721
Employer's NI contribution	6,168	4,071
Pension contribution	3,053	2,893
Redundancy	-	-
	113,994	111,685

The average number of full-time equivalent staff	4	6
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No employee received remuneration amounting to more than £60,000 in either year.

8 Trustees' remuneration and reimbursed expenses

	2022	2021
	£	£
Amount reimbursed to trustee	-	-
	-	-

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

9 TANGIBLE FIXED ASSETS

	Furniture & Fixture £	Office Equipment £	Total £
Cost			
At 1 Apr 2021	3,941	20,697	24,638
Additions	-	-	-
At 31 Mar 2022	3,941	20,697	24,638
Depreciation			
At 1 Apr 2021	3,941	20,696	24,637
Provided during year	-	1	1
At 31 Mar 2021	3,941	20,697	24,638
Net book value			
At 31 Mar 2022	-	-	-
At 31 Mar 2021	-	1	1

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

10 DEBTORS

	2022	2021
	£	£
Prepayment and accrued income	571	541
Other debtors	375	1,875
	946	2,416

11 CREDITORS: amounts falling

	2022	2021
	£	£
Trade creditors	12,501	9,467
Accruals	6,534	7,307
Deferred Income	-	-
PAYE and NI	2,983	2,856
	22,018	19,630

12 Fund Analysis

2022	Balance 01 April 2021 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2022 £
Unrestricted Funds					
Unrestricted revenue funds	224,694	71,948	(3,027)	934	294,549
Total unrestricted funds	224,694	71,948	(3,027)	934	294,549
Restricted Funds					
BBC Children in Need	7,870	-	(4,760)	(934)	2,176
Big Lottery Fund	12,462	151,159	(151,159)	-	12,462
Big Lottery Fund(ARE 21-24)	-	11,895	(17,058)	-	(5,163)
Total restricted Fund	20,332	163,054	(172,977)	(934)	9,475
Total funds	245,026	235,002	(176,004)	-	304,024

The unrestricted income of £71,948 includes £65,000 received from Esmee Fairbairn.

BBC Children in Need: Advice and advocacy project supporting children with special needs.

Big Lottery Fund: Three year funding to support the excluded children.

Big Lottery Covid grant: This grant was given to cover special activities during COVID.

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

The Big Lottery Fund (ARE 21-24) is in deficit of £5,163 at 31 March 2022. This deficit is temporary and the restricted fund replenishes in the following financial year.

2021 analysis	Balance 01 Apr 2020 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2021 £
Unrestricted Funds					
Unrestricted revenue funds	23,371	204,818	(3,495)	-	224,694
Total unrestricted funds	23,371	204,818	(3,495)	-	224,694
Restricted Funds					
BBC Children in Need	189	11,511	(3,830)	-	7,870
Big Lottery Fund	46	153,196	(140,780)	-	12,462
Big Lottery Fund (COVID)	-	28,348	(28,348)	-	-
Total restricted Fund	235	193,055	(172,958)	-	20,332
Total funds	23,606	397,873	(176,453)	-	245,026

13 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General £	Restricted £	2022 Total £
At 31 Mar 2022			
Fixed assets	-	-	-
Current assets	316,567	9,475	326,042
Current liabilities	(22,018)	-	(22,018)
Net assets	294,549	9,475	304,024
	Unrestricted General £	Restricted £	2021 Total £
At 31 Mar 2021			
Fixed assets	1	-	1
Current assets	244,323	20,332	264,655
Current liabilities	(19,630)	-	(19,630)
Net assets	224,694	20,332	245,026

COMMUNITIES EMPOWERMENT NETWORK

Notes to the Financial Statements for the year ended 31 March 2022

14. Prior year SOFA Comparison

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income:				
Donations and legacies	670	-	670	2,156
Charitable activities income	204,141	193,055	397,196	174,917
Investments	7	-	7	12
Total Income	204,818	193,055	397,873	177,085
Expenditure on:				
Raising funds	216	-	216	421
Charitable activities	3,279	172,958	176,237	190,880
Total Expenditure	3,495	172,958	176,453	191,301
Net Income for the year	201,323	20,097	221,420	(14,216)
Transfer between funds	-	-	-	-
Net Movement in funds	201,323	20,097	221,420	(14,216)
Reconciliation of funds:				
Funds brought forward	23,371	235	23,606	37,822
Funds carried forward	224,694	20,332	245,026	23,606

Accounts

COMMUNITIES EMPOWERMENT NETWORK

**Trustees' Report and Financial Statements
For the year ended**

31 March 2021

Charity Registration No: 1099111

COMMUNITIES EMPOWERMENT NETWORK

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COMMUNITIES EMPOWERMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr G John -Chairperson Ms B Parkes Mr D Tawiah- Treasurer Mrs P Douglas (resigned December 2020) Mr G Command (resigned December 2020) Ms E Legg Ms H Myers (resigned September 2021)
Charity registration number	1099111
Chief Executive	Jenniffer Lewis
Charity Office	Unit 6 New Crane Wharf, New Crane Place London E1W 3TX
Bankers	Lloyds Bank 17 Heath Road Twickenham TW1 4AW
Independent Examiner	Michael Kyrakides ACA Chartered Accountants 7 Forest Road Sutton Surrey SM3 9NT

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2021. Legal and administrative information set out on page 1 forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

ORGANISATIONAL STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as an unincorporated charity, established by a written constitution and its governing document is a written constitution. The Governing Document is dated 12 June 2003.

Recruit and induction of trustees

Under the requirements of the constitution, the members of the management committee are elected to serve for a period of one year after which must be re-elected at the next Annual General Meeting. The Annual General Meeting is usually held between October and December.

The proposed Strategic Review outlined earlier will also look at updating the policy of the recruitment of trustees to the Management Committee as well as the induction of Management Committee members which will wherever possible will be undertaken by the most senior office holders and most senior staff members who have already undergone the induction procedure.

Induction of new Management Committee members will wherever possible take place at the Communities Empowerment Network offices no later than ten working days after the election of the new Management Committee member. The Trustees Induction session has been included as part of the newly incepted Volunteer Forum which took place on **25th November 2017** at the Communities Empowerment Network offices.

Management Committee members completed their induction by filling in a skills audit form, which will be used to assess Management Committee training needs and attending any training.

Having completed their induction the new Management Committee member will sign the register of charity trustees and thereby acknowledge that they know and understand their responsibilities.

Management

A Board of Trustees who are the overarching accountable body for CEN with the Chair providing the 'line management' support and performance appraisal of the Chief Executive Office. The Board of Trustees meets on a quarterly basis, with a Strategic Committee (Performance) meeting on a bi-monthly basis to provide the monitoring and evaluation of the operational delivery and development aspects within the organisation.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Chief Executive Officer who reports to the Chair of Trustees and has the day to day responsibility for the performance of staff and volunteers within CEN. Operationally, the delivery team is supported through 1-2-1 and Team meetings and appraisals.

OBJECTS AND ACTIVITIES

Objectives

To advance education for the benefit of the public and to eliminate discrimination and promote equality of opportunity for people who would otherwise be discriminated against because of their race by providing information, advice, support, representation, advocacy and training for persons experiencing mistreatment and disadvantage in education (primarily but not exclusively in the areas of school admissions, special educational needs assessment and school exclusions).

Activities

The Communities Empowerment Network (CEN) has continued to support those on behalf of whom the charity was established in 1999: children of African – Caribbean origin and in particular boys, who had either been excluded from school or who were experiencing problems likely to lead to a permanent exclusion and consequential academic failure, while simultaneously supporting their parents/families in managing the exclusion event and their own relationship with the school.

CEN's clientele group is however continuously expanding according to need. As a result CEN is committed to serving all children who have been excluded or who are at risk of exclusion, irrespective of ethnicity, race, background or circumstance.

For over 20 years, CEN has gained a reputation for its specialist advocacy and representation service and has directly engaged with thousands of parents, carers and guardians through our workshops, casework, telephone advice service and our on-line Parent Support portal.

The cases we represent range from petty misdemeanours, many of which should never result in exclusion, to discrimination and sexual misconduct. Evidence from our data, shows that almost half of these cases involved exclusions with children from increasingly younger age groups being excluded and parents requiring early intervention assistance to avoid negative outcomes for their children.

Since June 2017 CEN has been undergoing a major restructure which began with the appointment of a new Director and has included the re-siting of our office, a new strategic direction which has driven the change of focus emphasising a preventative rather than reactive approach, new funding which specifically supports this strategic focus and the appointment of a new cohort of staff to oversee this change in direction.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

ACHIEVEMENTS AND PERFORMANCE

In 2019, CEN launched the INCLUDE Project using funding derived from the National Lottery Community Fund – NLCF.

The project involved providing information, advice and guidance as well as hands on support for community organisations to develop capacity and provide mentoring support to children at risk of permanent exclusion, as well as advocacy support and representation to parents with children who had been excluded.

The project engaged both children and parents through a range of processes, including:

- The Parents Included Programme PIP, a 'parent mentoring approach', which extends and builds upon the most effective aspects of the Parent Empowerment Network (PEN) programme. Including advising parents of school processes and procedures to broaden their understanding of the education system and how it relates specifically to the issues they are facing.
- Mediation programme, which engages with headteachers, senior leaders, classroom teachers, parents and children, especially with respect to resolving conflict and laying the foundations for more productive relationships between children and staff and between school and home.
- Direct advocacy and representation to support parents through the Governors Disciplinary Committees, Independent Review Panels or reintegration/appeals processes.

The majority of the programme involves school-based engagement and support alongside drop-in advocacy support service, based out of the CEN Office, located in Wapping.

The outcomes the programme set out to achieve are:

1. Improved educational progress and attainment of children at risk of exclusion delivered through early intervention programmes;
2. Increased confidence and engagement of parents in the education of their child through networks of empowered parents who share their knowledge, insights and expertise;
3. Empowering parents through PIP by providing information, knowledge and access to training and advice as well as via advocacy support to retain their children in full-time schooling;
4. Assisting schools to change ethos and have them commit to a zero tolerance of school exclusion.

In broad terms, in working to achieve the outcomes we engaged in a range of activities, which included:

1. Working with young people identified as at risk of exclusion by establishing Mentoring, Peer Leadership and Peer Mentoring Programmes as part of an early intervention approach;

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

2. Working with parents through the implementation of the Parents Included Programme PiP alongside monthly networking events;
3. Providing advocacy and mediation support to parents of children and young people who have been excluded;
4. Providing support to targeted schools and Alternate Providers through in-service workshops and seminars as part of their whole-school inclusion support strategy.

From March 2020, CEN like many other organisations had to reconsider its operational, output and delivery approaches due to the restrictions imposed as a result of Covid 19. This included where we worked, how we dealt with clients which due to school closures meant that we were unable to serve the need of students, and were no longer able to allow our advocates to offer in-person support to clients. In light of staff resignations/absence due to sickness, CEN pared down its delivery team, suspended delivery of the INclude programme and instead focussed on redesigning its support structure to ensure that we could continue to offer support, advocacy and representation services remotely. We also expanded our training service, introducing a more structured remote training delivery process and increasing the number of training products delivered, including the following:

- **SEND Advocacy Training**
- **Managing Relationships During the Advocacy Process**
- **Case Management**

Due to the Covid guidelines, we restricted staff from attending the office, particularly as initial advice suggested that those from certain communities were more at risk of Covid 19, and we decided to use this as an opportunity to upgrade our hardware to enable staff to work securely from home.

How we involved people from the community in the programme

In October 2020, we were awarded additional funding from the NLCF specific to COVID-19, with which CEN engaged in research with parents from BAME background, specifically to look at the impact of COVID-19 and what could be done to safeguard against the longer term implications if the pandemic continues.

We used a number of approaches to explore the issues arising as a result of the pandemic, as well as possible solutions and opportunities including:

- **Online session**
- **Online questionnaire**
- **Whatsapp questionnaire**

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The added value of this mixed approach was that parents were also able to respond at a time that suited them.

The information arising from each of the sessions, confirmed the following:

- Parents described support from their children's schools as 'patchy'
- Parents' experience of home-schooling made them realise how ill-equipped they were with many describing themselves as feeling 'inadequate', 'overwhelmed' and 'completely ignorant' of what their children are learning at school. Particularly those with children close to changing schools, exams or about to apply to university
- Parents were keen to develop their skills and equip themselves with the ability to assist their children's learning but lacking key knowledge/skills
- Many of the parents reported that as a result of the pandemic, they now realised how important it is to bridge the gap between what is being taught at school and how they could translate this to continue the learning at home
- Parents felt that they needed a 'Learn to Learn' programme to upgrade their knowledge, with many citing the difference in the way that children are now taught compared to how they learned
- An inability to access and embrace new technology, which resulted in some families struggling to provide adequate internet connectivity and access to individual pc or laptop for their children's school use. In some cases, parents were having to share their own devices that they needed for working from home themselves.

The consensus of many of those parents who took part was that they felt valued as prior to us asking them, 'no one had bothered to ask us how we were coping'.

Some parents were very open about how the pandemic has exposed many fault lines in domestic arrangements and in relationships between parents and between adults and children. It has also thrown into sharp focus the difficulties families had in managing themselves and their home circumstances financially and relationally.

We found that many were equally open about the financial challenges, especially those in lower economic brackets or those who have never considered themselves capable of supporting their children's learning through active engagement in supervising home study, as it became apparent to many that they were not as adept, now that their children were at home 24/7 as so were they!

We provided parents with key skills in how to recognise their own inner expertise – not by suddenly becoming good at Science or French, but by and unlocking their potential to show their children how to discover information and finding 'expertise' within their own communities. One parent even discovered a retired Maths teacher living a few doors away.

As a result of some of the feedback we received, we added an additional community development component using the **5 stages of Mentoring** approach to empower both those 'learning' as well as

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

those providing the 'tutoring' which at times also included working with individual parents on a one-to-one basis.

This has allowed parents to pass on the 'How to' skills they had learned to other parents thereby extending the learning to members of their own families/community as needed.

Such has been the success of the programme, at least 3 of these parents who are also former CEN clients, have since joined CEN as volunteers, one of whom cited the learning they underwent as helping them 'to feel useful again'.

We have continued to feature this way of passing on informal learning as a key element of the PiP Parent Forums that we have established, sometimes on a one-to-one basis. Many parents wondered how they might become more actively involved in the life of their child's school and we were able to advise them to volunteer in the school, join a parent group, nominate themselves as a Parent Governor, or campaign in support of candidates representative of a more diverse cultural, economic background.

We also provided parents with 'how-to' tips to connect with other parents, and set up their own local Parents NOT Included Programme:

As a result of the restrictions as well as the uncertainty as to when we might return to 'normal', we had also suspended our Advocacy Training programme as well as our relationship with the University of Law via whom we have previously secured the services of a number of our volunteer cohort. However, we remained in contact with all of our volunteers and once schools reopened, we delivered an Advocacy Refresher course in December 2020 as many of the team felt that their advocacy skills required refreshing. This was followed by several process update sessions to acquaint advocates with the updated systems.

We were unsure as to how schools would operate post-lockdown, during which time all students had suffered a form of 'exclusion'. Our hope was that given the unprecedented circumstances, school leaders would recognise the additional pressure that Covid 19 as well as the restrictions imposed as a result would have on families and children, once students returned to school, especially those from under-served communities who would have thrived less well without at-home learning facilities, and reconsider exclusion as an option.

Sadly, we were wrong.

In addition to the refresher training session in December 2020, at the end of February 2021, we also trained a new group of community members to deliver advocacy on behalf of the most vulnerable young people, some of these were parents who as previous CEN clients, had benefited from the service and wanted to be able to offer the same to other parents.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

THE DIFFERENCES WE BELIEVE WE HAVE MADE

It has always been difficult trying to convey (and capture) the impact of the work in terms of success as this is not always in terms of cases that have been won but more in terms of those we have assisted.

However, as part of the advocacy delivery, before the case is closed advocates are now required to submit a redacted case study which we routinely publicise, feedback from which has been very positive.

As a small organisation, we continue to regard partnering with others as a strength and have continued to build towards partnering with other organisations to help span our reach. These include:

- The Black Training and Enterprise Group BTEG with whom we are hoping to work on a joint project
- The School Inclusion Programme SIP

As CEN has had to suspend its own mentoring programme, "Include", due to the ongoing pandemic and the resulting restrictions, the proposed partnership with BTEG will enable CEN to signpost young people to their mentoring programme as well as work with the parents of the young people that BTEG engages with, particularly parents of young people at risk of exclusion in order to involve them more directly in measures to prevent their children from being excluded via our 'parent mentoring approach'.

Membership of the SIP will give us access to a broader network of legal services to which CEN will be able to escalate those cases which go beyond the remit of CEN's own expertise and abilities.

In the coming year, we also intend to work with a Comms company to assist us with our social media platforms and to deliver a monthly Newsletter, and we also have plans to upgrade our CRM platform and review our staffing needs.

FINANCIAL REVIEW

The Trustees report a surplus of £221,420 (2020 deficit of £14,216) on operations for the period under review. The income for the year £397,873 was significantly higher than previous year £177,085. Expenditure was lower for the year £176,453 (2020: £191,301).

Reserve policy

Communities Empowerment Network will clearly state to funders and to its own members the purposes for which reserves are being developed and held and all existing reserves will be provisionally allocated at all times. The reserves held by Communities Empowerment Network at any given time should not exceed 10% of its budgeted income for that financial year.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The trustees consider that the ideal level of reserves would be £65,000 or three months of operating cost. As of 31st March 2021, our unrestricted reserves stood at £224,694 (2020 £23,371).

Risk management

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks offers the Trust adequate protection.

Going concern

The Trustees actively review the major risks which face the charity on a regular basis, with a Risk Assessment report available online and highlighted at every Trustee meeting. They believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the and believe that the systems in place to mitigate significant risks offers the Trust adequate protection.

Public benefit

The Management Committee confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and publication by Charity Commission "Charities and Public Benefit".

Since 1999, CEN has been helping parents whose children have been excluded or who are at risk of exclusion to navigate the increasingly legalistic world that exists once a child has been placed into the indeterminate state that is exclusion. 's charitable purposes are to provide advice, support and representation to parents whose children are experiencing problems in school across London. 80% of 's clients are BAMER. African-Caribbean male pupils are four times more likely to be permanently excluded from school. collaborates with other related local services and contributes to related local strategy development.

COVID-19

Despite the impact that the pandemic has had in 2020-21, the trustees are of the believe that these accounts can be prepared on a going concern basis, because despite the pandemic, the charity's income has increased in the subsequent financial year and therefore the charity has the financial capacity to continue its operations in the next twelve months.

COMMUNITIES EMPOWERMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- ☐ select suitable accounting policies and apply them consistently;
- ☐ observe the methods and principles in the Charities SORP;
- ☐ make judgements and accounting estimates that are reasonable and prudent;
- ☐ state whether applicable 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 charity will continue to operate.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees meeting held on 28 January 2022, and signed on its behalf

Derrick Tawiah

Derrick Tawiah
Trustee and Treasurer

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COMMUNITIES EMPOWERMENT NETWORK

I report to the trustees on my examination of the accounts of Communities Empowerment Network for the year ended 31 March 2021.

Responsibilities and basis of the report

As the trustees of the trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the trust's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the trust as required by section 130 of the 2011 Act, or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Michael Kyriakides ACA
Chartered Accountants
7 Forest Road, Sutton
Surrey SM3 9NT

This report was signed on 28 January 2022

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	Notes	£	£	£	£
Income & Endowments :					
Donations and legacies	4	670	0	670	2,156
Charitable activities income	5	204,141	193,055	397,196	174,917
Investments		7	0	7	12
Total Income		204,818	193,055	397,873	177,085
Expenditure on:					
Raising funds		216	0	216	421
Charitable activities	6	3,279	172,958	176,237	190,880
Total Expenditure		3,495	172,958	176,453	191,301
Net Income for the year		201,323	20,097	221,420	(14,216)
Transfer between funds		0	0	0	0
Net Movement in funds		201,323	20,097	221,420	(14,216)
Reconciliation of funds:					
Funds brought forward		23,371	235	23,606	37,822
Funds carried forward		224,694	20,332	245,026	23,606

All activities derive from continuing operations

The notes attached on pages 14 to 21 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible fixed assets	9		1		636
CURRENT ASSETS					
Debtors	10	2,416		16,185	
Cash at bank and in hand:		262,239		16,458	
Total current assets		264,655		32,643	
CREDITORS: amounts falling due within one year	11	(19,630)		(9,673)	
NET CURRENT ASSETS			245,025		22,970
NET ASSETS TOTALS			245,026		23,606
THE FUNDS OF THE CHARITY					
Unrestricted Fund	9		224,694		23,371
Restricted Fund	9		20,332		235
			245,026		23,606

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The charity is subject to Independent Examination under charity legislation, and the report of the examiner is on page 11.

The Trustees are satisfied that, although the charity is not registered under the Companies Acts, if it were so registered, it would be eligible to prepare accounts in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Derrick Tawiah

DERRICK TAWIAH

Trustee and Treasurer

Approved by the board of trustees on 28 January 2022

The notes attached on pages 14 to 21 form an integral part of these accounts.

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

1 Accounting policies

Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102 (effective January 2015)) and 'The FRS102 Statement of Recommended Accounting Practice 2015', (The SORP 2015), and in accordance with all applicable law in the charity's jurisdiction of registration, except that the charity has prepared the financial statements in accordance with the FRS 102 SORP 2015 in preference to the previous SORP, the SORP 2005, which has been withdrawn, notwithstanding the fact that the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008 refer explicitly to the SORP 2005. This has been done to accord with current best practice.

Statutory Information

Communities Empowerment Network is a registered charity registered in England and Wales. The registered office address is Unit 6, New Crane Wharf, New Crane Place, London, E1W 4AW.

Going Concern

The directors are not aware of any material uncertainties about the charity's ability to continue as a going concern.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Recognition of liabilities and expenditure

Liability and the related expenditure is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year-end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between activities.

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value of estimated useful lives.

Furniture & fixtures	25% straight line	Office Equipment	25% straight line
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Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year-end.

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

4 Donation and Legacies

	2021	2021	2021 Total	2020 Total
	Unrestricted	Restricted		
	£	£	£	£
General donation	670	0	670	2,156
Grants from Trust and foundations	0	0	0	0
Total Donation & Legacies	670	0	670	2,156

5 Income from charitable activities

	2021	2021	2021 Total	2020 Total
	Unrestricted	Restricted		
	£	£	£	£
Training fees	0	0	0	1,000
Grants from Trust and foundations	153,396	193,055	346,451	173,917
Grants from Government	50,745	0	50,745	0
Total Charitable activities income	204,141	193,055	397,196	174,917

6 Charitable expenditure

6a Direct costs

	2021	2021	2021 Total	2020 Total
	Unrestricted	Restricted		
	£	£	£	£
Wages and salaries	0	111,685	111,685	136,453
Project activities consultants	0	17,534	17,534	6,064
Advocacy training	0	2,100	2,100	1,828
Parent portal	0	1,307	1,307	1,207
	0	132,626	132,626	145,552

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

6b Support costs

	2021	2021		
	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Travel and subsistence	0	179	179	441
Staff recruitment and training	0	0	0	301
Volunteer expenses	0	106	106	1,058
Premise - rent and rates	132	16,441	16,573	21,832
Office supplies	151	2,523	2,674	1,204
Software license	0	271	271	2,520
Equipment and repairs	0	7,508	7,508	2,886
Insurance	1,081	0	1,081	1,064
Accounting services	0	8,498	8,498	10,362
Depreciation	0	635	635	636
Sundry expenses	355	4,171	4,526	479
	1,719	40,332	42,051	42,783

6c Governance costs

	2021	2021		
	Unrestricted	Restricted	2021 Total	2020 Total
	£	£	£	£
Independent Examiner's fee	1,560		1,560	1,800
Trustees' expenses	0	0	0	745
	1,560	0	1,560	2,545

Total charitable expenditures

3,279	172,958	176,237	190,880
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7 Staff costs and emoluments

	2021	2020
	£	£
Gross salaries	104,721	122,829
Employer's NI contribution	4,071	6,658
Pension contribution	2,893	3,524
Redundancy	0	3,442
	111,685	136,453

The average number of full-time equivalent staff

4	6
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COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

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

8 Trustees' remuneration and reimbursed expenses

	2021	2020
	£	£
Amount reimbursed to trustee	0	745
	<u>0</u>	<u>745</u>

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

9 TANGIBLE FIXED ASSETS

	Furniture & Fixture £	Office Equipment £	Total £
Cost			
At 1 Apr 2020	3,941	20,697	24,638
Additions	-	-	-
At 31 Mar 2021	<u>3,941</u>	<u>20,697</u>	<u>24,638</u>
Depreciation			
At 1 Apr 2020	3,941	20,061	24,002
Provided during year	-	635	635
At 31 Mar 2021	<u>3,941</u>	<u>20,696</u>	<u>24,637</u>
Net book value			
At 31 Mar 2021	<u>0</u>	<u>1</u>	<u>1</u>
At 31 Mar 2020	<u>0</u>	<u>636</u>	<u>636</u>

10 DEBTORS

	2021	2020
	£	£
Prepayment and accrued income	541	13,691
Other debtors	1,875	2,494
	<u>2,416</u>	<u>16,185</u>

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

11 CREDITORS: amounts falling

	2021	2020
	£	£
Trade creditors	9,467	728
Accruals	7,307	5,890
Deferred Income	0	0
PAYE and NI	2,856	3,055
	19,630	9,673

12 Fund Analysis

2021	Balance 01 April 2020 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2021 £
Unrestricted Funds					
Unrestricted revenue funds	23,371	204,818	(3,495)	0	224,694
Total unrestricted funds	23,371	204,818	(3,495)	0	224,694
Restricted Funds					
BBC Children in Need	189	11,511	(3,830)	0	7,870
Big Lottery Fund	46	153,196	(140,780)	0	12,462
Big Lottery Fund(COVID)	0	28,348	(28,348)	0	0
Total restricted Fund	235	193,055	(172,958)	0	20,332
Total funds	23,606	397,873	(176,453)	0	245,026

The unrestricted income of £204,818 includes £153,396 received from Esmee Fairbairn.

BBC Children in Need: Advice and advocacy project supporting children with special needs.

Big Lottery Fund: Three year funding to support the excluded children.

Big Lottery Covid grant: This grant was given to cover special activities during COVID.

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

2020	Balance 01 Apr 2019 £	Income £	Expenditure £	Funds transfer £	Balance 31 Mar 2020 £
Unrestricted Funds					
Unrestricted revenue funds	31,568	3,168	(16,407)	5,042	23,371
Total unrestricted funds	31,568	3,168	(16,407)	5,042	23,371
Restricted Funds					
BBC Children in Need	1,212	25,127	(26,150)	0	189
Henry Smith fund	0	0	0	0	0
Santander	1	0	0	(1)	0
Esmee Fairburn	4,647	0	0	(4,647)	0
Big Lottery Fund	394	148,790	(148,744)	(394)	46
Total restricted Fund	6,254	173,917	(174,894)	(5,042)	235

13 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General £	Restricted £	2021 Total £
At 31 Mar 2021			
Fixed assets	1	0	1
Current assets	244,323	20,332	264,655
Current liabilities	(19,630)	0	(19,630)
Net assets	224,694	20,332	245,026
	Unrestricted General £	Restricted £	2020 Total £
At 31 Mar 2020			
Fixed assets	636	0	636
Current assets	32,408	235	32,643
Current liabilities	(9,673)	0	(9,673)
Net assets	23,371	235	23,606

COMMUNITIES EMPOWERMENT NETWORK

Statement of Financial Activities for the year ended 31 March 2021

14. Prior year SOFA Comparison

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
Income & Endowments :				
Donations and legacies	2,156	0	2,156	77,178
Charitable activities income	1,000	173,917	174,917	180,058
Investments	12	0	12	33
Total Income	3,168	173,917	177,085	257,269
Expenditure on:				
Raising funds	216	205	421	216
Charitable activities	16,191	174,689	190,880	290,484
Total Expenditure	16,407	174,894	191,301	290,700
Net Income for the year	(13,239)	(977)	(14,216)	(33,431)
Transfer between funds	5,042	(5,042)	0	0
Net Movement in funds	(8,197)	(6,019)	(14,216)	(33,431)
Reconciliation of funds:				
Funds brought forward	31,568	6,254	37,822	71,253
Funds carried forward	23,371	235	23,606	37,822