

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2023**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION *FOR THE YEAR ENDED 31 AUGUST 2023*

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2023

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OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2023. The Financial Statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Development, activities and achievements

After the ups and downs of covid and post-covid, this has been a year of stabilisation and consolidation for OYA. Numbers of young people, though lower than pre-pandemic levels, have been consistent throughout the year, with an average of 80-90 young people whose families hail from a dozen African countries taking part in activities each week. A palpable positive, feel-good mood has built up throughout the year among the young people and their families, with the regular OYA annual calendar punctuated by popular community events. Financially, after a concerning start and an emergency bail-out, the year has ended with a successful application for major two-year funding, leaving OYA looking much more viable than at the start of the year. Overall, 2022-23 has exceeded our expectations.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

ACTIVITIES

1. Bridging the academic gap: core subject support (10-16-year-olds)

Young Black people continue to be over-represented at the bottom of the academic league tables, and, despite the additional efforts of the mainstream state schools, the gap has widened as a result of the pandemic. Our families cannot afford to pay for private tuition which has become the norm for many.

OYA continues to believe in the importance of qualifications. As usual, this year we have provided support in core subjects on Saturdays throughout the school term, with extra revision sessions as GCSE exams approach. This year 70% of these sessions have been face-to-face, compared to 50% online last year (covid legacy).

2. Trainee Scheme: work experience (16-19-year-olds)

This scheme, dating back to 2006, provides paid work experience for disadvantaged young people as they simultaneously continue their mainstream post-16 education. Training and work experience are vital for our target group, who do not have access to meaningful internships via family networks. We pay them, because they often have to contribute to family budgets at this stage. The young people (8 this year) are trained over two years in youth work, safeguarding, office skills, data processing, event management, etc. They gain practical experience by helping to run activities on Saturdays.

3. Assemblies: critical thinking and public speaking

Critical thinking and public speaking are developed in our monthly Assemblies. This year, sessions included exploration of the Ghanaian Sankofa concept ('Go back and look for it'), emphasising the need for regular reflection in our busy lives, and a series of HOTSEAT session involved young people publicly interviewing adult community members and vice versa.

4. The new 'soft skills' emphasis: Kids Take Control Days

As an organisation, we are increasingly aware that qualifications are not enough in the competitive job market all young people – but especially disadvantaged young Black people - will face. This year a new venture – Kids Take Control Days - saw adult facilitators taking a back seat while peer-led groups competed in a series of challenges, allowing the young people to develop their soft skills (leadership, teamwork, communication, time management, stress management, etc. etc.) to a new level.

5. Sports and Leisure: rebuilding social skills

Without OYA, Saturdays can be boring and isolating for large numbers of young people in our community: parents are busy, and reluctant to allow kids out unsupervised for fear of the bad influences that beckon all around the area (gangs, drugs, crime). Covid isolated the young people – especially young Black people - even further.

On Saturdays, OYA provides a safe, supervised space where up to 100 young people can relax, enjoy themselves and build healthy relationships.

This year's activities included a number of popular clubs: basketball, football, table tennis, film club and pop-up book clubs. For many – mainly girls – just having a friendly, welcoming place to hang out and catch up on the weekly gossip with their age-group over a snack and drink is way preferable to sitting at home.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

1. Culture and Performance: OYA Summer Camp

OYA's first summer programme since covid was a huge success. This free two-week programme in August provided much-needed holiday fun for 40 young people whose families are not in a position to take them away or even out on day trips.

Weekdays were spent in and around Grahame Park Community Centre. The popular daily routine included a 5-minute keep-fit warm-up led by each of the young people in turn. Drama, dance and choir followed. Each day ended with whole-group reflection and forward planning. Saturdays were given over to family trips: Natural History Museum, Science Museum and Portrait Gallery. The Camp closed with a picnic in the local park.

There was a beautiful, collaborative vibe and feeling of bonding among the 40 young people, several of whom were completely new to OYA activities. There was no single drop-out over the two weeks.

Feedback from the young people was very positive:

'I had a chance to express who I am.' (Aged 10)

'Honestly, the best way to spend my summer.' (Aged 15)

2. Parents and Families

Between November 2022 and February 2023, over 90 families benefitted from individual online consultations with teachers and facilitators around the young people's welfare, progress and concerns.

EVENTS

Parents' Conference

Two major events punctuated the year. The usual Parents' Conference took place in February. Our Chair, Dr David Khanu, opened and closed the event. The keynote speaker was Mr Olu Kubweza, who led OYA Maths department for many years and has just been appointed to his first secondary school headship. In the second half of the programme, we turned the parents into pupils and allowed them to experience first-hand all the challenges their kids experience in school.

Kids' Conference

This new venture in July was inspired by the remarkable appetite of the parents for their own February conference. The young people were completely in charge of Kids' Conference, with two senior girls emerging as leaders and organising a large corps of young volunteers into various work groups: programme, marketing, registration, venue set-up and decoration, refreshments. Peer-led workshops on changes the young people want in their lives and how to bring the changes about were followed by a debate: the motion - that OYA should reduce the time spent on academic subjects - was carried.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

STAFF

The workload for the two main staff members was excessive this year. Funding to replace the coordinator who retired in July 2022 is a matter of urgency: the current volunteer acting co-ordinator situation is not sustainable. The Finance Officer has had to pick up a large amount of the general admin work, reducing the valuable fundraising work for which she is traditionally responsible.

Teachers and facilitators: excellent dedicated team of nine, high retention from previous year.

ACHIEVEMENTS

Though high-end grades were less spectacular than last year, GCSE 2023 results were very good (100% pass at levels 5-9 compared to Barnet 66% and England 45%).

Quantitative survey results from Kids Take Control Days were impressive: 100% of the participants said that they had improved in confidence, teamwork, stress management, completing a task to deadline and absorbing a body of information.

But our most outstanding achievement this year was qualitative: it was about the feeling of well-being, enjoyment and togetherness which infused all activities, especially the new ventures like the Kids Take Control Days and the Kids' Conference.

This is best expressed by the young people themselves:

'I love the welcoming, comfortable atmosphere.' (boy, aged 15)

'I have really sensed a community feeling when we are doing stuff together.' (new boy, aged 14)

'In OYA I feel like myself.' (girl, aged 13)

'I love how comfortable we are with each other.' (girl, aged 13)

'I got to express my views about home and school (girl, aged 13)

'I would like to do a Kids' Conference every month! (girl, aged 11).

'I liked being a leader.' (girl, aged 15)

'I would like to be a workshop leader next time.' (boy, aged 11)

'I learned how to use my voice in the conference.' (girl, aged 10)

The young man (aged 15) who successfully proposed the Kids' Conference motion about reducing the proportion of OYA time spent on academic pursuits sums up the sense of empowerment these new ventures give the young people:

'Kids' Conference was great – I successfully changed the structure of OYA!'

Review of transactions and financial position

Overall expenditure in the current year was £116,621 (2022 - £171,388) leading to a net surplus of £22,897 (2022 - £46,285 deficit). At the balance sheet date, the total funds of the charity were £62,509 (2022 - £39,612).

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £24,458 (2022 - £12,729).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

Trustees responsibilities in relation to the financial statements


The law applicable to charities in England and 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 its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any 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 in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

25-06-2024

This report was approved by the Trustees on

Chair 

OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2023

I report on the accounts of the Charity for the year ended 31 August 2023 which are as set out on pages 7 to 14.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

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: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "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.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

Date:

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Incoming resources				
Grants - Current year	37,750	82,201	119,951	90,081
Fees receivable	18,646	-	18,646	34,771
Donations and miscellaneous income	921	-	921	251
Total incoming resources	57,317	82,201	139,518	125,103
Resources expended				
Wages and salaries	29,042	61,520	90,562	139,159
Staff/DBS	-	-	-	258
Volunteer expenses	5	-	5	30
Website maintenance	122	-	122	122
Events and trips	30	-	30	-
Travelling	-	-	-	85
Rent	7,914	1,757	9,671	13,051
Insurance	894	-	894	863
Light and heat	1,485	-	1,485	1,969
Repairs and maintenance	-	-	-	23
Printing, postage and stationery	1,661	-	1,661	1,180
Telephone	723	-	723	695
Publicity	48	-	48	-
Professional and consultancy fees	-	1,279	1,279	2,275
Independent examiners fees	840	-	840	600
Membership and subscription	2,642	-	2,642	2,055
Depreciation on fixed assets	-	4,213	4,213	5,437
Motor vehicle expenses	-	1,383	1,383	2,565
Refreshments	142	881	1,023	989
Cleaning / health & safety	40	-	40	32
Total resources expended	45,588	71,033	116,621	171,388
Net incoming/(outgoing) resources for the year ended 31 August 2023	11,729	11,168	22,897	(46,285)
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2022	12,729	26,883	39,612	85,897
Fund balances carried forward at 31 August 2023	24,458	38,051	62,509	39,612
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS


BALANCE SHEET AS AT 31 AUGUST 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	3	15,711	19,924
		<hr/>	<hr/>
		15,711	19,924
		<hr/>	<hr/>
Current assets			
Debtors	4	1,749	4,130
Cash at bank and in hand	5	60,665	46,927
		<hr/>	<hr/>
		62,414	51,057
		<hr/>	<hr/>
Creditors: amounts falling due within one year	6	(15,616)	(31,369)
		<hr/>	<hr/>
Net current assets		46,798	19,688
		<hr/>	<hr/>
Net assets		62,509	39,612
		=====	=====
Funds	7		
Unrestricted Funds		24,458	12,729
Restricted Funds		38,051	26,883
		<hr/>	<hr/>
		62,509	39,612
		=====	=====

The notes on pages 8 to 13 form part of these financial statements.

25-06-2024

Approved by the Board of Trustees on..... and signed on its behalf by:

Chairman 

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2022	23,140	21,768	44,908
Additions	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 August 2023	23,140	21,768	44,908
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 September 2022	15,460	9,524	24,984
Charge for the year	1,152	3,061	4,213
	<hr/>	<hr/>	<hr/>
At August 2023	16,612	12,585	29,197
	<hr/>	<hr/>	<hr/>
Net book values			
At 31 August 2023	6,528	9,183	15,711
	=====	=====	=====
At 31 August 2022	7,680	12,244	19,924
	=====	=====	=====

The assets are used for the operation and administration of the charity.

4. Debtors	2023 £	2022 £
Prepayments	544	2,279
Accrued income	750	1,851
Other debtors	455	-
	<hr/>	<hr/>
	1,749	4,130
	=====	=====

5. Cash at bank and in hand	2023 £	2022 £
Current account	60,663	46,912
Cash in hand	2	15
	<hr/>	<hr/>
	60,665	46,927
	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

6. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	2,015	834
Other creditors	-	535
Deferred income	13,601	30,000
	<hr/>	<hr/>
	15,616	31,369
	=====	=====

7. Analysis of charitable funds

	Balance at 1 September 2022	Incoming resources	Resources expended	Balance at 31 August 2023
	£	£	£	£
General fund	12,729	19,567	(7,838)	24,458
John Lyon's Charity – HSC Emergency Fund	-	33,750	(33,750)	-
John Lyon's Charity – Cost Of Living Grant	-	4,000	(4,000)	-
Transfer between funds	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	12,729	57,317	(45,588)	24,458

Analysis of restricted funds movement

	Balance at 1 September 2022	Incoming resources	Resources expended	Transfer between general/ restricted funds	Balance at 31 August 2023
	£	£	£	£	£
Barnet Community Fund	-	4,701	(4,340)	-	361
Young Barnet Foundation – S2G#25	-	2,500	(2,500)	-	-
OYA & Park High – Partnership (John Lyon's)	771	40,000	(40,720)	-	51
John Lyon's Charity – Summer Activity	-	5,000	(5,079)	-	(79)
Wave 3 (London Community Response)	24,326	-	(4,444)	-	19,882
The Fore	-	30,000	(12,798)	-	17,202
CAF – Resilience Fund	1,786	-	(1,152)	-	634
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	26,883	82,201	(71,033)	-	38,051

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Young Barnet Foundation – S2G#25	Three years grant for A* for English Project
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured of £120,000 for 3 years (i.e. £40,000 per year) The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finished August 2023
John Lyon's Charity – HSC (Emergency) Grant	General fund for administrative expenses, and employee salaries
John Lyon's Charity – Cost of Living Grant	General fund for administrative expenses
John Lyon's Charity – Summer Activity	Funding for summer activities.
Wave 3 (London Community Response)	Funding for 6 months - Purchase of minibus, trips, staff cost recovery, minibus related expenses, hand sanitiser etc
CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries
Barnet Community Fund	This funding is for 1 year starting from January 2023 - Talks & Debates facilitators etc
The Fore	OYA Systems upgrades

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

8. Staff costs

	2023	2022
	£	£
Salaries	90,562	139,159
	=====	=====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2023	2022
Administration and teaching	12	12
	=====	=====