ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales · Charity number 1124424

Details

Status	Registered
Legal form	Charitable company
Company number	05988026
Registered	2008-06-09
Register	View on the Charity Commission register

Contact

Address	336 Brixton Road Brixton London SW9 7AA
Phone	02077376030
Email	info@allfie.org.uk
Website	www.allfie.org.uk

Activities

Objects: TO ADVANCE FOR THE PUBLIC BENEFIT, IRRESPECTIVE OF DISABILITY, AGE, RACE OR ETHNICITY, FAITH OR RELIGION, CLASS, ECONOMIC STATUS, GENDER, TRANSGENDER, REFUGEE, ASYLUM SEEKER OR TRAVELLER STATUS OR SEXUAL ORIENTATION THE EDUCATION OF DISABLED LEARNERS IN THE UNITED KINGDOM.

Activities: Termly magazine called "Inclusion Now", Quarterly Campaigns & Policy Briefings, "Inclusion Champions Project

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities

Downloaded from opencharities.uk/ew/1124424

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£408,717	£325,159	-	-
2024-03-31	£275,872	£211,807	-	-
2023-03-31	£87,455	£164,846	-	-
2022-03-31	£102,804	£162,179	-	-
2021-03-31	£226,037	£207,918	-	-

Trustees

Name	Role	Appointed
Dr NAVIN KIKABHAI	Chair	
Anthony Ford Shubrook		2015-06-17
Olcay Ucurel Lee		2023-11-15
Sarifa Patel		
Shamim Ali		2019-09-11
Tasnim Hassan		2021-11-24

Downloaded from opencharities.uk/ew/1124424

ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales - Charity number 1124424

Accounts



Alliance For Inclusive Education
(a charitable company limited by guarantee)

Report and Financial Statements
for the year ending 31st March 2025

Company number 5988026
Charity number 1124424

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

Chair's Report

This year has been another extremely busy year, with significant political change. It would not have escaped attention that there was a landslide victory for an incoming Labour administration, who have been hell bent on destroying hard won rights for many groups, including Disabled people. This has resulted in a deepening educational SEND crisis, and there is no indication of a resolution. At ALLFIE, we have continued to hold the government to account and asked difficult and critical questions that challenge their core ideological values. Such values are rooted in neoliberal government agendas that focus on market-driven cost cutting goals; goals that strip away social rights.

ALLFIE has successfully; responded to several government consultations, influenced policy, raised our voices via the media, engaged with our supporters and members, gathered a Coalition for Inclusive Education, and secured funding for our core work.

This work would not have been possible without the ALLFIE team and our Director, Michelle Daley, who has been instrumental in bringing together key groups. I am also grateful to our members and supporters who have been proactive in responding to calls for engagement. A major acknowledgement and thank you is also due to our funders, who have resourced us to do much of this important work.

We remain mindful of the work ahead of us; holding the government to account and questioning their ideologically driven goal of deepening the ongoing fragmentation of educational provision. This deepening educational fragmentation is out of line with international policy, is counter to the UNCRPD, and is at odds with the values and principles of Inclusive Education. Governments would do well if they heeded the advice as set out in General Comment Number 4 of the UNCRPD. UN Disability Committee noted, nearly a decade ago, that placing Disabled students within mainstream schools without appropriate support does not constitute inclusion, nor does creating discrete and isolated units. Specifically, it states that this '... cannot be defined as Inclusive Education'. As I have noted in earlier reports, it is our determination that we continue to pursue an Inclusive Education system in which all Disabled people are welcome, without question, period!

Navin Kikabhai
ALLFIE Chairperson

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

Highlights of Our Work

"We treasure ALLFIE, the beautiful gift crafted by you, Micheline, and other activists; the idea born at your kitchen table 30 plus years ago. ALLFIE has now grown to become the leading voice for Inclusive Education." (A message from the ALLFIE team, 2025)

We start ALLFIE's annual report 2024/25 by dedicating it to Micheline Mason. Stephen Hodgkins (ALLFIE's Project Consultant) described Micheline in one of ALLFIE's reflection meetings as an "architect", and the mother of ALLFIE. She sadly passed away in September 2024. Micheline was an author, poet, artist, movement builder, and committed activist for Inclusive Education and wider social justice issues.

We are deeply grateful for Micheline's pioneering work for ALLFIE, previously known as the Integration Alliance. Under Micheline's initial direction and influence, ALLFIE's work began to grow. It was alongside individuals such as Joe Whittaker (who later became ALLFIE's Chairperson), an activist, academic scholar and educator, who introduced Inclusive Education and had been influenced by much of the work occurring in North America. It was soon after this that ALLFIE's work adopted the language of Inclusive Education. As a Disabled parent of her Disabled daughter, Lucy, Micheline was also instrumental in founding Parents for Inclusion.

After her retirement, we were honoured that Micheline continued to engage with ALLFIE, offering valuable knowledge, conducting interviews, and participating in key events and meetings. For example, along with ALLFIE staff, she interviewed Judy Heumann for Inclusion Now magazine's 60th edition. She also contributed to marking ALLFIE's 30th Birthday.

Micheline and other fellow activists were instrumental in creating ALLFIE as an organisation that challenges educational segregation, and for this we are immensely grateful.

2024/25 highlights

We began the year by promoting our research into the lived experiences of Black/Global Majority Disabled pupils and their families. We shared the findings widely through articles, events, and social media. Our team spoke at events, contributed to publications, and continued to highlight systemic injustices in the education system.

In May 2024, then Prime Minister Rishi Sunak called a snap General Election for 4thJuly. With just over five weeks to prepare, ALLFIE shifted priorities to intensify its policy and campaign work. Our goal was to hold political parties accountable and to influence their manifestos. Activities included:

- 3 consultation meetings with staff, board members, ALLFIE members, stakeholders and ALLFIE's Our Voice group.

- Publishing an analysis of the 4 main political parties.
- Producing and launching The Inclusive Education Manifesto 2024.
- Introduced free ALLFIE membership to make ALLFIE open to all and strengthen our membership.
- Participating in the writing of the Disabled People's Organisation's (DPO) Forum England Manifesto and joining Hustings.

It came as no surprise to the country that the Conservative Party lost the General Election, but the scale of their defeat was not expected. Labour was elected as the new government and immediately introduced a series of unexpected and deeply concerning proposals. These policy proposals threaten to undo many of the hard-won achievements of the Disabled People's Movement.

Among them are plans to cut disability benefits and to introduce new language to redefine "inclusion" in ways that are not aligned with Article 24 of the UNCRPD, which recognises Inclusive Education as a human right. As one of ALLFIE's staff members stressed; "...the challenge we face right now is the definition of 'inclusion'" (2025). This redefinition misleads the public and masks the government's continued drive to expand segregation through units and schools.

At the time of writing this report, the government had passed the bill to make changes to Disability Benefits. Reports indicate that these cuts would affect 800,000 Disabled children, who will not be protected under these changes. In addition, the Terminally Ill Adults (End of Life) Bill, led by Labour MP Kim Leadbeater, has been passed. This effectively legalises assisted suicide in England and Wales raising concerns about potential changes to medical and the safeguards in place for Disabled people.

There are also reports that the government is proposing to change SEND provision, including scrapping EHCPs. ALLFIE has published a briefing on this development.

This government's actions will be remembered as a deeply sad moment in our history, and both reflect and reinforce systemic attitudes and policies that pose significant risks of harm to Disabled people.

ALLFIE continues to influence policy by responding to the government's consultations, which are a vital means to hold those in power to account and gather evidence to shape our campaigns. For example, our submission to the Education Select Committee inquiry on Solving the SEND Crisis, Curriculum and Assessment Review, and the consultation on Disabled Children's Social Care, offered strong arguments for systemic change. This allowed us to capture the voices of Disabled people, parents and professionals who are passionate about Inclusive Education and ending all forms of segregation. One exciting area of work involved exploring the creation of a Youth Parliamentary Group. While we researched national and international models, we were disappointed to find no group free from ableist entry assessments and we are continuing to look at ways to set up an accessible group.

We strengthened our digital presence, delivered training and workshops, engaged in public speaking, and supported the growth of the Inclusive Education movement. Some highlights included:

- In August 2024, we provided a narrative for Equal Play, a Channel 4 documentary on inclusive sport.
- In March 2025, we joined Disabled People Against Cut's (DPAC) 'Disability benefits cuts National Day of Action' to draw attention to issues in the education system. This protest was reported to have 2,000 people present. We were interviewed by BBC News online, and our coverage continues to be featured across multiple platforms in 2025.
- We implemented the Coalition for Inclusive Education presentations as resources on our YouTube channel.
- In collaboration with organisations such as Lambeth Parent Forum and Contact, we deepened our understanding of systemic barriers within the education system for Disabled children and their families.
- We launched a dedicated 'Our Voice' project page and produced a photo blog showcasing youth engagement.
- We held regular steering group meetings with London-based DPO's, covering key topics such as; creating systemic change through lived experience, advocacy and other tools, engaging with ALLFIE's education manifesto, and collaborating with Young Disabled people through DPOs.

We continued to develop our work; to invest in staff wellbeing and collaborative practices, to support shared learning and to smoothly transition into our new organisational structure. Each ALLFIE team member was allocated a budget for them to carry out training and receive mentoring.

ALLFIE increased income and staffing levels, improving long-term commitment to deliver on the organisation's visions. We began a small project to diversify our income generation and fundraising strategy, which is due to be completed in 2025. This work will build internal capacity to fundraise for additional work around leadership development.

Looking ahead, we have secured £300,000 over three years, with funding from The Clothworkers' Foundation, through their Disability Equity Programme. ALLFIE is the first DPO to be funded under this new initiative.

In a world designed to exclude Disabled people, your commitment is an act of power and solidarity. Because of our volunteers, members of staff, board of trustees, supporters, members, allies, donors, and grant partners, we keep pushing forward to disrupt the systemic structures and systems of oppression within the education system.

For collective liberation we say, "educate - don't segregate"

One Love,
Michelle Daley
ALLFIE Director

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

ACHIEVEMENTS AND PERFORMANCE 2024/25

Key Objective 1: Promote a wider understanding of the benefits of Inclusive Education for all.

"Our agenda is to introduce a law on Inclusive Education." (ALLFIE Staff, 2025)

We continue to engage in a diverse range of activities to promote a wider understanding of the benefits of Inclusive Education as both a right and a social justice issue. ALLFIE is working to drive Inclusive Education by; launching the Coalition of Inclusive Education, increasing member engagement, and establishing strategic collaborations. These efforts have collectively created new opportunities to raise awareness around the social injustices Disabled people experience within the education system.

We also continue to engage with international organisations. For example, our collaboration with the European Network on Independent Living (ENIL) included interviews with their volunteers on Inclusive Education. Through our capacity building work, we continue to build on our outreach efforts, including a meeting with Jonny Uttley, CEO of a group of 12 Academy schools in Northern England. Additionally, we continue to deepen our work with parent organisations such as Lambeth Parent Forum and Contact.

Examples of some of our engagement work includes:

- Attending the Royal Society of Art's event on Preventing School Exclusion. We highlighted the absence of Disabled students in mainstream exclusion policies. The event was attended by over 100 people, both virtually and in person.
- Presenting at the University of East London, as part of a Disability History Month (DHM) event.
- Attending 3 lectures, including "Doing Inclusive Education Differently" by Prof Tim Corcoram from Deakin University in Melbourne, Australia
- Delivering a lecture on Inclusive Education at the University of Manchester attended by 10 people.
- Engaging with Inclusion London on their Hate Crime project.
- Engaging with 2 parents of Disabled children as part of ALLFIE's End Torture Campaign
- Publishing 23 e-bulletins with 10,265 opens 7 YouTube videos with 828 views, 3 editions of Inclusion Now Magazine,3 inclusion resources, 2 blogs, 5 briefings, 4 letters to Ministers, and 1 tribute page. This included a photo blog on the Our Voice summer event https://www.allfie.org.uk/news/blog/our-voice-projects-in-person-event/.
- Growing our social media engagement, including launching accounts on Bluesky and Linktree digital media platforms
- Attending 16 conferences / workshops, including 'Exploring Carceral Intersections of Race, Class and Disability', and a session on early years

education entitlements and SEND, which enabled ALLFIE to reach over 3,000 people.
- Attending a School Inclusion Project policy meeting at Garden Court Chambers.

Key Objective 2: Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all.

"We came together to polish up the manifesto then we worked together as a team to work on consultations." (ALLFIE staff, 2025)

We sustained a high level of visibility through our policy, research, consultation responses, stakeholder engagement, and campaign work. Our influence remains strong, maintaining our position as the only DPO in the UK solely focused on Inclusive Education as a human right and social justice issue.

Our research and policy work has been influential, particularly the Lived Experiences of Black/Global Majority Pupils and Families research report, was referenced in the Children's Rights Alliance for England (CRAE) shadow report to the UN CERD Committee, where it received significant attention. The research was also shared through two published articles and a presentation to staff at the Runnymede Trust. Additionally, we contributed to CRAE's Children's Rights Charter for the General Election.

As part of our youth parliamentary work, we also produced a mini report on the different youth parliamentary models. ALLFIE's written evidence to the Education Committee's inquiry on solving the SEND Crisis was published and can be accessed here: https://committees.parliament.uk/writtenevidence/135938/html/

Example of key activities include:

Parliamentary and National Policy Engagement

- We submitted a response to the NAO's Value for Money inquiry on the Department for Education's (DfE) support for children and Young people with SEND and those in alternative provision. Our contribution was recognised in the final report published by the NAO (https://www.nao.org.uk/reports/support-for-children-and-Young-people-with-special-educational-needs/).
- We published a briefing on the 2025 King's speech, highlighting its potential impact on Disabled students.
- We raised serious concerns about plans by the education watchdog to reform the way it inspects and assesses schools, as featured in this Disability News Service article: Ofsted's plans to reform inspections 'will continue to enable discrimination'

- **Consultation key submissions**
  - Improving the Curriculum and Assessment system.

- Law Commission's consultation on Disabled Children's Social Care.
- Education Committee's major inquiry on "Solving the SEND Crisis".
- Poverty Taskforce (on behalf of Save the Children – National Poverty Task Force) focus groups with:
  - 10 Young people
  - 8 parents of Disabled Children

These workshops drew interest from over 100 people and offered valuable learning opportunities.

- **Ministerial Engagement key activities:**

  - We attended the Council for Disabled Children (CDC) SEND Joint Ministerial Roundtable meetings.
  - We participated in the Ministerial Roundtable with Minister for School Standards, Catherine McKinnel MP, calling for alignment with CRPD General Comment No. 4 on Inclusive Education.
  - We had multiple meetings with DfE officials regarding systemic issues such as accessibility, and the need for a statutory definition of Inclusive Education.

- **MP Engagements and APPG:**

  - We met with MP Steve Darling (Liberal Democrats, Torbay), who agreed to support ALLFIE's work and to be involved in a proposed All-Party Parliamentary Group (APPG) on Inclusive Education.
  - We held a meeting with the Mayor of Hackney Council, GLA, Lambeth Council, and the office of Baroness Grey-Thompson.

Campaigns and Public Engagement

- We attended a follow-up briefing on Disability Rights and (Anti-) Torture discussion as part of our work on End Torture.
- We attended both the National Disability Hustings in Manchester, and the National DPO England Hustings, where our question on the Children and Families Act was raised.
- We published our manifesto and a political analysis of the 4 main political parties in the lead up to the General Election 2024.
- We actively supported and participated in DPAC's National Day of Action on the benefit cuts, such as:
  - We attended the benefit meeting at Portcullis House, where ALLFIE was acknowledged as a supporting DPO (https://www.disabilitynewsservice.com/mps-hear-from-Disabled-people-about-life-threatening-risks-posed-by-very-very-dangerous-cuts-to-benefits/).

Key Objective 3: Build the capacity of the inclusive education movement to become a more effective voice of influence.

"When I look back at the year, we've done quite a lot of sessions on different stuff - where we're drawing on our own experiences and helping other people draw on their own experiences... But helping people have a voice in different ways, have that conversation in different ways, and creating space because I think, often, they don't get that opportunity" (ALLFIE staff member, 2025).

ALLFIE continues to build capacity, both internally and externally, through a wide array of activities covering communication, legal empowerment, partnership with parents of Disabled children and youth led organisations, and collaborative campaigning rooted in intersectional justice. We have also partnered with Inclusion London (the lead partner) over a 2-year period on a new Future Movement Builders project. Our intention is to support leadership and employment opportunities for Young Disabled people. While preparation work started in 2024, the direct engagement with Young people began in 2025.

Our digital presence and communications raised awareness and informed communities. We published 3 impactful editions of Inclusion Now magazine, featuring articles written by ALLFIE staff, including a tribute to Micheline Mason, ALLFIE's founder. The renowned cartoonist, Crippen, contributed illustrations, improving the presentation of the magazine.

We also published a legal signposting resource as part of our rights-based capacity building materials and our commitment to the liberation of Disabled people.

Despite delays in redeveloping our website due to issues with the consultant, we have taken proactive steps to move this work forward. This includes meetings with Banana Design and the development of a plan to go live in 2025 - 2026.

We also developed the 'Our Voice' project page and produced a photo blog showcasing our youth engagement activities. As mentioned above, ALLFIE provided the narrative for the Equal Play Channel 4 documentary, which was televised in August 2024. As part of our involvement in the documentary we were invited to attend the Paralympics Social Impact Reception in Paris. Lisa Nandy MP, Secretary of State for Culture, Media and Sport, gave a speech at the event, highlighting a commitment to inclusive sports for Disabled people. Our work received media coverage from the Disability News Service, further amplifying our message and building the capacity for an Inclusive Education movement.

Key presentations from the Coalition for Inclusive Education were developed into resources and made available via our YouTube channel, as part of our ongoing capacity building work.

Additionally, we hosted a well-attended and engaging annual conference marking 10 years of the Children and Families Act. The event featured a keynote by Steve Broach KC, and a presentation by our Policy and Research Lead, Edmore Masendeke. The event attracted over 50 people, and a recording of the event is available on our YouTube Channel.

Examples of key activities:

- We developed a new Legal Support and Representation page on our website: https://www.allfie.org.uk/further-information-and-support/
- We maintained digital outreach including:
    - Regular blog posts.
    - Solidarity tweets with sibling DPOs, such as Inclusion London and DPAC.
    - Digital research, policy and campaigns work.

- We collaborated with Lambeth Parent Forum and Contact to deliver a series of 3 training sessions (2 online, 1 in-person). We engaged with 50 parents of Disabled children.
- We held 8 steering group meetings and 3 Stronger Voices meetings, maintaining regular gatherings.
- We expanded outreach to key groups, such as: Youth Sport Trust, Embrace Wigan, Snowdown Trust, DSAuk, Wheelpower, YMCA, and Clement James Centre.
- We delivered training to groups, such as DEWA and One Place East.
- Hosted four 'Our Voice' themed meetings, which focused on: music, activism, and the school-to-employment transition.
- We participated in an interview for UCL.
- We participated in the Eugenics Legacy Education Project (ELEP) research project.

Key Objective 4: Ensure maximum effectiveness of ALLFIE and its future sustainability.

"I've learned how to use the new systems myself that makes the workflow easy for the organisation" (ALLFIE staff member)

ALLFIE remains committed to improving our efficacy and ensuring long term sustainability, so we can thrive as the leading DPO for Inclusive Education.

To ensure our continued impact, we implemented a new organisational structure, introducing lead and co-lead roles to share accountability and responsibilities. Our staff team continues to grow; we recruited 2 new members of staff, a Social Media Co-lead and an Events and Admin Co-lead.

We have improved operations by implementing Bright HR, reviewing internal policies, and are currently preparing to publish our revised organisational strategy in 2025.

In terms of staff well-being, we now offer mentoring for all staff and allocated training budget to each staff. Our supporters and volunteers play a vital role in shaping various aspects of our work such as:

- Contributing to the Inclusion Now Editorial board, assisting with editorial review and providing lived experience or subject matter input.
- Supporting research and policy development, such as consultations.
- Liberating Young Disabled people's activism.

In addition to the £50,000 funding we received from the Joseph Rowntree Charitable Trust, we secured:

- £8,000 from the Esmée Fairbairn Foundation (Funding Plus) for developing fundraising training and strategy.
- £100,000 from the Paul Hamlyn Foundation, as a follow-on grant for 'Our Voice' Youth work.
- £300,000 from Clothworkers, for the implementation of our revised strategy.

Our continued grant funding includes:

- The Esmée Fairbairn Foundation – £205,700 over two years;
- The Joseph Rowntree Charitable Trust – £198,000 over three years;
- Trust for London – Disability Justice Fund – £98,250 over three years;
- Trust for London – Stronger Voices – £165,000 over three years;
- The Paul Hamlyn Foundation – £96,000 over two years.

We also generate income through consultancy, public speaking engagements, and donations.

Future Developments

In the year 2025/2026 we will:

1. Explore the formal establishment of an ALLFIE-led All-Party Parliamentary Groups (APPG) on Inclusive Education.
2. Develop capacity building training for the parents of Disabled Children.
3. Deliver a series of legal capacity building Strategic Litigation workshops.
4. Deliver Disability Justice movement-building workshops for targeted audiences.
5. Engage in post-election policy influence, monitoring and campaign activities.
6. Implement the Clothworkers grant to support ALLFIE's revised strategy.
7. Embed ALLFIE's new organisational structure.
8. Launch and publish legal capacity building podcast series.
9. Launch ALLFIE's revised website.
10. Publish capacity building consolidation resources.
11. Publish findings from the Coalition for Inclusive Education.
12. Publish ALLFIE's revised organisational strategy.
13. Expand 'Our Voice's' group membership.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, and any other protected characteristic, the ending of segregation of Disabled pupils/students and those categorised as having 'special educational needs' from the mainstream education system in the UK. ALLFIE aims to uphold and achieve the right to the education and inclusion of all learners within fully resourced, mainstream educational settings.

Our main activity continues to be lobbying for changes to legislation, policy and practice that discriminates against Disabled pupils/students and prevents inclusion, including for individuals labelled with SEN. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing, fundraising for the core budget, and engaging in new projects.

Objectives for the years 2025 – 2030

1. Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all.
2. Promote a wider understanding of the benefits of inclusive education for all.
3. Build the capacity of the inclusive education movement to become a more effective voice of influence.
4. Ensure the maximum effectiveness of ALLFIE and its future sustainability.

ANNEX

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know that our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic, the ending of segregation of Disabled pupils/students and those categorised as having 'special educational needs' from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings).

The main activity of the charity continues to be lobbying for changes to legislation, policy and practices that discriminate against Disabled pupils/students, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ending 31st March 2025. This report also constitutes a Directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act. (clarify)

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, 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) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit

The Charities Commission in its 'Charities and Public Benefit' guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Financial Review

The financial statements show that ALLFIE had net income for the year of £83,558. On the 31st March 2025 the charity had total funds of £219,837, of which £53,150 were restricted funds and £166,687 unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources

Our income finance resourcing received for the year 2024/2025 ALLFIE's Esmée Fairbairn Foundation (£205,700 over two years), Joseph Rowntree Trust (£198,000 over three years), and Trust for London - Disability Justice Fund (£98,250 over 3 years). Our existing grants from Trust for London - Stronger Voices (£165,00 over three years) Paul Hamlyn (£96,000 over two years). The new grant from City Bridge Foundation under their Anchor Programme for £1.5 million core costs for 10 years.

During the year we secure:

- Paul Hamlyn for 2 years £100k as a 'Follow on Fund' for Our Voice

- Clothworker for 3 years £300k from a new funder for resourcing implementation of our revised strategy
- Joseph Rowntree Trust £50k to resource the organisational capacity building and well-being for staff.

Risk Management
The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy
ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the 'Reserves Policy' to hold unrestricted free reserves (unrestricted reserves that are not designated held as net current assets) equivalent to between four- and six-months' total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period.

Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants.

The free reserves of the charity totalled £144,789. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £108,400 to £162,600.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees
We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-Disabled staff and Trustees at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which includes an audit skill check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Director. The current Director is Michelle Daley.

The Alliance for Inclusive Education staff 2024-2025 are:

Michelle Daley, Director
Catherine Bebbington, Communications Lead
Gelila Tekle-Mariam, Governance Support Lead
Edmore Masendeke, Policy and Research Lead
Iyiola Olafimihan, Justice and Campaigns Lead
Lani Parker, Capacity Building Development Lead
Saifur Valli, Operations and Digital Lead
Aisha Biscette, Events and Administration Co-Lead, appointed 2024
Melody Powell, Social Media Co-Lead, appointed 2024
Maresa MacKeith, Youth Parliamentary Co-lead
Yewande Akintelu-Omoniyi, Our Voice Project Youth Co-Lead

Volunteers

This year ALLFIE's work has been supported by 16 volunteers who are working with us on different areas of our capacity building and campaigns work.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff to individuals in public office. ALLFIE is a national organisation and works in partnership on decision and policy makers, developing resources, transforming attitudes and disseminating knowledge.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of Inclusive Education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

Our Seven Principles

1. Diversity enriches and strengthens all communities.
2. All learners' different learning styles and achievements are equally valued, respected and celebrated by society.
3. All learners are enabled to fulfil their potential by taking into account individual requirements and needs.
4. Support is guaranteed and fully resourced across the whole learning experience.
5. All learners need friendship and support from people their own age.
6. All children and Young people are educated together as equals in their local communities.
7. Inclusive education is incompatible with segregated provision both within and outside mainstream education.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name
Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address
336 Brixton Road
London
SW9 7AA

Bankers
Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

Director
Michelle Daley

Council Members
Navin Kikabhai (Chair)
Sarifa Patel
Shamim Ali (Treasurer)
Anthony Ford-Shubrook
Tasnim Hassan
Olcay Lee

Independent Examiner
Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2025

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our independent examiner

In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 16th October 2025 and signed on its behalf by:

Navin Kikabhai, Chair

16 October 2025

ALLIANCE FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2025

	Note	2025 £ Unrestricted	2025 £ Restricted	2025 £ Total	2024 £ Total
INCOME AND EXPENDITURE					
INCOME:					
Donations, grants and legacies	3	202,770	188,000	390,770	255,338
Income from charitable activities:					
Membership fees		3,558	-	3,558	1,267
Training & consultancy fees		5,258	-	5,258	2,715
Sales		-	-	-	-
Access to work		-	4,189	4,189	13,809
		8,816	4,189	13,005	17,791
Investment income (bank interest)		4,943	-	4,943	2,743
Total Income		216,528	192,189	408,717	275,872
EXPENDITURE:					
Expenditure on charitable activities					
Capacity building and campaigns		174,251	150,908	325,159	211,807
Total expenditure	4	174,251	150,908	325,159	211,807
Net income/(expenditure)		42,277	41,281	83,558	64,065
Transfers between funds		-	-	-	-
Net movement in funds		42,277	41,281	83,558	64,065
Reconciliation of funds:					
Total funds brought forward		124,410	11,869	136,279	72,215
Total funds carried forward		166,687	53,150	219,837	136,279

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Intangible assets	10	181	271
Tangible assets	11	6,044	3,594
		6,225	3,865
CURRENT ASSETS			
Debtors	12	22,599	26,688
Cash at bank and in hand		324,769	180,209
		347,367	206,896
CREDITORS			
Amount falling due within one year			
Creditors/accruals	13	(133,755)	(74,483)
NET CURRENT ASSETS		213,612	132,414
NET ASSETS		219,837	136,279
THE FUNDS OF THE CHARITY:			
Restricted reserves	15	53,150	11,869
Unrestricted reserves	16	166,687	124,410
TOTAL CHARITY FUNDS		219,837	136,279

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year in accordance with the requirements of section 226; and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

They were approved by the Council on 16th October 2025
and signed on their behalf by;

Navin Kikabhai - TRUSTEE

Company No.5988026

The annexed notes form part of these financial statements

ALLIANCE FOR INCLUSIVE EDUCATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2025

	Total funds 2025 £	Total funds 2024 £
Cash used in operating activities	149,024	91,784
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	(4,464)	(4,068)
Increase/(decrease) in cash & cash equivalents	144,560	87,716
Cash & cash equivalents at beginning of year	180,209	92,493
Cash & cash equivalents at end of year	324,769	180,209

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as per the statement of financial activities)	83,558	64,065
Adjustments for:		
Depreciations and amortisation charges	2,104	1,332
(Increase)/decrease in debtors	4,089	(18,816)
Increase/(decrease) in creditors	59,273	45,203
	149,024	91,784

1 ACCOUNTING POLICIES

a) **Basis of Preparation of Financial Statements**

The financial statements have been prepared 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Alliance for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

b) **Preparation of the Accounts on a Going Concern Basis**

At 31 March 2025, the charity had total funds of £219,837 (2024 - £136,279). Restricted funds amounted to £53,150 (2024 - £11,869). The free reserves of the charity totalled £144,789. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £108,400 to £162,600).

The charity has prepared a budget for the year ended 31 March 2025 which shows at least a break even position for 2025/26.

The trustees therefore have a reasonable expectation that the charity will be in operation 12 months from the date of approval of these accounts and that the charity remains a going concern.

c) **Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants and donations

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and

ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Charitable trading activities

Income from charitable trading activities is included in the period in which the company is entitled to receipt.

Interest receivable

Interest is included in incoming resources when receivable by the company.

d) **Expenditure and Irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on activities in furtherance of the charity's activities represent the costs of canpaigning and capacity building in all matters concerning the inclusion of special needs children into schools and colleges.

Costs of generating funds comprise the staff time in inducing trusts, foundations, local education authorities and government departments to contribute financially to the charity's work.

1 ACCOUNTING POLICIES (continued)

Resources expended are allocated to the particular activity where the cost relates directly to that activity.
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include the office costs of the charity which support the charity's activities. Support costs have been allocated on the basis set out in note 7.
Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

e) **Intangible Fixed Assets and Depreciation**
Amortisation is calculated to write off the cost of intangible fixed assets over their estimated useful lives using the following rates:
Website - 33.33% reducing balance

f) **Tangible Fixed Assets and Depreciation**
All assets costing more than £250 are capitalised and included at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:
Office Equipment - 25% reducing balance

g) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) **Creditors**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i) **Pension costs**
The charity contributed to a defined contribution pension scheme. The employer contributions made by the charity are treated as an expense and are disclosed in note 5 to the accounts.

j) **Operating leases**
The charity classifies the lease of its operational premises as an operating lease. Rental charges are charged on a straight line basis over the term of the lease.

k) **Fund accounting**
Funds held by the company are:
Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Council.
Unrestricted designated funds - these funds are unrestricted funds which the Council have earmarked for a specific purpose to help the charity achieve its charitable objects.
Restricted funds - these are funds that can only be used for particular purposes within the charitable objects of the company. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

2 PRIOR PERIOD COMPARATIVES

	2024 Unrestrict. £	2024 Restricted £	2024 Total £
INCOME:			
Donations, grants and legacies	122,338	133,000	255,338
Income from charitable activities:			
Membership fees	1,267	-	1,267
Training & consultancy fees	2,715	-	2,715
Sales		-	-
Access to work	-	13,809	13,809
Production of 'Inclusion Now'	-	-	-
	3,982	13,809	17,791
Investment income (Bank interest)	2,743	-	2,743
Total Income	129,063	146,809	275,872
EXPENDITURE:			
Expenditure on charitable activities			
Capacity building and campaigning	107,208	104,599	211,807
Total expenditure	107,208	104,599	211,807
Net income/(expenditure)	21,855	42,210	64,065
Transfers between funds	45,000	(45,000)	-
Net movement in funds	66,855	(2,790)	64,065

3 DONATIONS, GRANTS AND LEGACIES

	Unrestrict. £	Restricted £	Total 2025 £	2024 £
Trust for London - DJF	32,375	-	32,375	24,000
Esmeé Fairbairn	102,850	-	102,850	59,997
JRCT - Right & Justice	60,000	-	60,000	35,000
JRCT - Discretionary	6,250	-	6,250	-
Paul Hamlyn Foundation	-	33,000	33,000	33,000
Trust for London - SV	-	55,000	55,000	100,000
City Bridge Foundation	-	100,000	100,000	-
Donations	1,295	-	1,295	3,341
	202,770	188,000	390,770	255,338

4 TOTAL EXPENDITURE

	Staff costs £	Direct & project costs £	Support costs £	2025 £	2024 £
Capacity building and campaigning	258,219	48,454	18,487	325,159	211,807

5 STAFF COSTS

	2025 £	2024 £
Staff Salaries	229,416	141,620
Social Security Costs	12,474	4,474
Pension Contributions	6,575	8,990
Access to Work	3,425	5,367
Freelance & Agency staff	4,613	3,541
Volunteer & Secretarial expenses	1,717	1,476
	258,219	165,468

No remuneration was paid to the trustees. The trustees incurred £nil of expenses during the year (2024: £nil). No employees earned over £60,000 (2024: nil). The average number of employees during the year was 10 (2024 - 8). The key management personnel of the charity comprise the trustees and the Director. The total employee benefits of the key management personnel of the charity were £48,989 (2024: £34,014).

6 DIRECT COSTS & PROJECT COSTS

	2025 £	2024 £
Access Costs	4,203	8,778
Staff Training and Expenses	5,430	3,534
Events & Conferences	10,188	4,755
Audit, bookkeeping, and professional fees	6,226	6,530
Training & Consultancy	22,406	5,368
Marketing & Publicity	-	348
	48,454	29,314

7 SUPPORT COSTS

	2025 £	2024 £
Premises Costs	6,891	6,562
IT Support	4,417	6,320
Office Equipment	-	-
Insurance	501	489
Post, Printing and Stationery	104	1,080
Telephone and Fax	2,547	587
Software and Minor equipment	56	36
Publications and Subscriptions	1,776	537
Bank Charges	91	82
Depreciation	2,014	1,197
Amortisation	90	135
	18,487	17,025

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2025 £	2024 £
This is stated after charging:		
Independent examiner's fees:		
Independent examination	2,100	2,000
Accountancy	1,812	1,720
Staff training	4,064	2,715
Depreciation and amortisation	2,104	1,332
	3,916	3,052

9 TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 INTANGIBLE FIXED ASSETS

	Website £
Cost	
01-Apr-24 and at 31-Mar-25	4,578
Amortisation	
01-Apr-24	4,307
Charge for the year	90
31-Mar-25	4,397
Net Book Value	
31-Mar-25	181
31-Mar-24	271

11 TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
01-Apr-24	13,506
Additions	4,464
31-Mar-25	17,970
Depreciation	
01-Apr-24	9,912
Charge for the year	2,014
31-Mar-25	11,926
Net Book Value	
31-Mar-25	6,044
31-Mar-24	3,594

12 DEBTORS

	2025 £	2024 £
Trade debtors	0	15,000
Prepayments & accrued income	22,599	11,688
	22,599	26,688

13 CREDITORS < 1 YEAR	2025 £	2024 £
Other creditors & accruals	7,058	10,959
Deferred income	122,561	60,204
Other taxation and social security	4,136	3,320
	133,755	74,483

14 OPERATING LEASES

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Less than one year	7,132	6,891

15 RESTRICTED RESERVES

	Bal 01/04/24 £	Income £	Expend. £	Transfers £	31/03/2025 £
Paul Hamlyn Foundation	11,869	33,000	(33,000)	-	11,869
Trust for London - SV	-	55,000	(55,000)	-	-
Access to Work	-	4,189	(4,189)	-	-
City Bridge Foundation	-	100,000	(58,719)	-	41,281
	11,869	192,189	(150,908)	0	53,150

Paul Hamlyn Foundation
A grant to fund Our Voice Youth project.

Trust for London - Stronger Voice
Capacity building on campaigns and policy influence related to inclusive education and poverty, in collaboration with London-based Disabled People's Organisations (DPOs).

Access to Work
A publicly funded employment support programme that aims to cover access cost for Disabled people.

City Bridge Foundation
To Fund Core costs of Allfie to Challenge systemic barriers to inclusive education in London and support London's DPO sector.

16 UNRESTRICTED RESERVES

	Bal 01/04/24 £	Income £	Expend. £	Transfers £	31/03/2025 £
Designated Funds					
Training and consulting	15,673	-	-	-	15,673
Unrestricted General Reserves	108,737	216,528	(174,251)		151,014
	124,410	216,528	(174,251)	-	166,687

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Designated Fund £	Restricted Funds £	Total Funds £
Intangible fixed assets	181	-	-	181
Tangible fixed assets	6,044	-	-	6,044
Cash at bank and in hand	255,946	15,673	53,150	324,769
Other net current assets/(liabilities)	(111,157)	-	-	(111,157)
	151,014	15,673	53,150	219,837

18 RELATED PARTY TRANSACTIONS

There are no related party transactions that require disclosure in the accounts.

Independent examiner's report to the Council Members ('the trustees') of Alliance for Inclusive Education (Limited by guarantee) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed:
Name: Stephen Burnside FCA
(Listed Body: Institute of Chartered Accountants in England & Wales)
Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ
Date: 9/12/25

ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales - Charity number 1124424

Accounts



Alliance For Inclusive Education
(a charitable company limited by guarantee)

Report and Financial Statements
for the year ending 31st March 2024

Company number 5988026
Charity number 1124424

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

Chair's Report

Many things have happened since I last wrote to you about ALLFIE, and it is important to acknowledge this context. It has been, and continues to be, a time of immense uncertainty and division. There is increased poverty, including child poverty, and increased food bank use. There has been an intentional shift towards anti-equality, anti-diversity, and anti-inclusion agendas. We have had to contend with government scandal after government scandal.

In educational terms, there has been cash-strapped authorities, and increasing numbers of children and Young people without their entitled support. There has been an increase in school exclusions, numbers attending Alternative Provision, and parents dissatisfied with a failing education system. In contrast, there has been profiteering from 'failure'. We have seen school funding rise, but in real terms, this has been offset by an increasing school age population. In practical terms this has resulted in there being less money to go around, and school budgets depleted.

For ALLFIE, we have held a number of strategic and board meetings. We have given more thought to our own infrastructure. We have also engaged parliamentarians in campaigns, contributed to a UN international enquiry, secured funding for research, recruited new staff, worked with schools, provided a makeover of our Inclusion Now magazine, and secured long-term funding. This new context will enable us to focus on our internal structure and build on our work.

This work would not have been possible without the commitment and dedication of ALLFIE staff. It is their sheer commitment that enables ALLFIE to succeed. A huge thank you to Michelle, ALLFIE's Director, for her team-leadership skills and direction, and for working tirelessly to develop and meet ALLFIE's strategic goals. It has been remarkable to observe ALLFIE change in status and expand our team. Another acknowledgement and gratitude go to our funders, who have been with us through this continued turbulent time.

It is within this context, that we need to be mindful of a new political administration in the upcoming reporting year, 2024-25. We will need to reflect on our work and plan ahead. We will explore new conversations, continue engaging with other Disabled People's Organisations (DPOs), maintain our social media impact, and continue to hold government to account. It is with this focus that we will continue to push for Inclusive Education.

Navin Kikabhai
ALLFIE Chairperson

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

Director's report

In this annual report, we will focus on the four core areas of our strategy. The writing of this report is a collective effort from ALLFIE staff and Trustees, with information gathered from staff reports and feedback from Trustees.

ALLFIE has continued to demonstrate the importance of taking an intersectional approach as a social justice issue within our work and practice, and the need to increase work in this area.

Through our capacity building work with the Stronger Voices project, we see how these issues push families of Disabled children to the margins of society. Many Disabled people and their families cannot afford additional disability-related costs, such as accessible equipment. Additionally, children and Young people excluded from school miss out on free school meals, and their parents often find themselves unable to take up or remain in employment due to childcare demands. The issues of ableism, disablism, and other forms of oppression continue to show up for Disabled people who want to attend university or take up an adult learning course in the community or online.

As we mentioned in the previous annual report (2022 – 2023), "inclusive education continues to be under attack." The situation has not changed. The number of Disabled children and Young people being denied their human right to learn and receive an education is increasing, with both special and mainstream provisions refusing to enrol Disabled children and Young people. Government initiatives, masked under titles like Delivering Better Value in SEND, aim to reduce spending on SEND provisions and Education, Health, and Care Plans (EHCPs). The Conservative Government's 'Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Improvement Plan' published in 2023 continues to resource segregated provisions by allocating:

- £2.6 billion to improve and build special schools and units.
- £30 million into Short Breaks rather than prioritising adequate provisions for independent living to avoid placements in Short Break facilities.
- £18 million for Supported Internship programmes, which ALLFIE perceives as exploitative compared to the Apprenticeship Programme.

We also witnessed the UK Government's lack of interest for us Disabled people when they failed to attend the UN CRPD inquiry, to which ALLFIE had contributed.

Highlights of Our Work

Our significant campaign successes include:

- Collaborating with Disabled People Against Cuts (DPAC) and Reclaiming Our Futures Alliance on the "End Torture" campaign, addressing the inhumane treatment of Disabled children and Young people in segregated residential education settings, as well as dual registered care homes and education settings. This led to a Day of Action in Parliament, attracting interest from the

Disability Rights Fund/Disability Rights Advocacy Fund and the Disability Rights Division at Human Rights Watch.

- Initiating development work on the Youth Parliament group and the Inclusive Education Coalition.
- Continuing the important partnership with Inclusive Solutions and World of Inclusion through Inclusion Now magazine, focusing on campaigns, policy, and practice in inclusive education.
- Displaying ALLFIE's work at the 'Nothing About Us Without Us' exhibition at the People's History Museum in Manchester.
- Contributing to the DPO Manifesto after lengthy discussions to ensure ALLFIE's values were upheld.
- Completing research on the lived experiences of Black and Global Majority Disabled pupils and their families in education. The report was published during financial year 2024 - 2025.

Over the year, ALLFIE has worked on improving our income and securing longer-term funding as mentioned in the previous annual report (2022/23). We successfully secured a £1.5 million grant over 10 years from the City Bridge Foundation, Anchor Programme. While this is a significant achievement, we continue to build our fundraising capacity to diversify our income for deeper systemic work.

Upcoming events in 2024 - 2025

- **Children and Families Act 10 Year Anniversary:** On 24th of May 2014, the Children and Families Act was enacted, introducing the "**pre-assumption to mainstream education**." This Act extended support provisions for Young Disabled people with an EHCP from ages 16 to 25. However, as highlighted throughout this report, Disabled children, Young people, and their families continue to be failed by the system across all government departments.
- **30 Years of the Salamanca Statement:** On 10th of June 1994, the Salamanca Statement introduced the concept of inclusive education as one of the first global frameworks. This year marks its 30th anniversary.
- **Upcoming Government Reforms:** At the time of writing this report, the government has announced significant reforms to the benefit system, including changes to Personal Independent Payment (PIP) and Disabled Students Allowance (DSA). If these reforms are implemented, they could create a serious crisis for Disabled people and the families of Disabled children particularly in meeting the additional disability-related costs in education.
- **General Election:** In May 2024 the UK Government announced that a General Election would be held on 4th July 2024 and published a timetable.

Our Commitment and Gratitude

ALLFIE remains committed to our goal for inclusive education, ensuring that no person is ignored, erased, or forgotten throughout our work. We continually ensure that our work aligns with ALLFIE's values and seven principles for inclusive education.

We express our warmth and gratitude to the dedicated volunteers who support ALLFIE's work, to our staff, members, consultants, partners, funders and donors. We also express our gratitude to ALLFIE Trustees for their engaged involvement and oversight of our work. We are grateful to the activists and leaders in Disabled People's Organisations (DPOs), Young Disabled people, our supporters, members, and allies for sharing their thoughts, ideas and experiences. We would also like to extend our appreciation to our resourcing partners for their support over the year, thanks to Trust for London, Esmée Fairbairn Foundation, Joseph Rowntree Charitable Trust and Paul Hamlyn Foundation. Thank you.

In unity,

Michelle Daley
ALLFIE Director

Thank you for your radical influence!

As we are continually reminded of the vast work required to achieve a truly inclusive education system for everyone, we have embraced radical and creative approaches in our campaigning. One of our significant efforts was the "End Torture" campaign, a major initiative demonstrating our commitment to implementing Disabled people's rights. We have persistently held MPs and the government accountable through our lobbying, consultations, submissions, and engagement meetings.

Through our capacity building activities, we have strengthened our collaborative efforts, involving new organisations and individuals. Utilising UN International days, we have hosted powerful events, ensuring that our message reaches a wide audience.

We remain disruptors, ensuring inclusive education is acknowledged within the broader Disabled People's Movement, exemplified by our contributions to the DPO Manifesto.

A significant achievement for ALLFIE in 2023 was securing the grant from City Bridge Anchor programme, which provides £1.5million over 10 years. This funding creates sustainability and significant opportunities for ALLFIE to further our work.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK. ALLFIE aims to uphold and achieve the right to the education and inclusion of all learners within fully resourced, mainstream educational settings.

Our main activity continues to be lobbying for changes to legislation, policy and practice that discriminates against Disabled pupils/students and prevents inclusion, including for those labelled with SEN. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing, fundraising for the core budget, and engaging in new projects.

Objectives for the years 2020 – 2025

1. Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all.
2. Promote a wider understanding of the benefits of inclusive education for all.
3. Build the capacity of the inclusive education movement to become a more effective voice of influence.
4. Ensure the maximum effectiveness of ALLFIE and its future sustainability.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

ACHIEVEMENTS AND PERFORMANCE 2023/24

Key Objective 1: Promote a wider understanding of the benefits of inclusive education for all

We remained fiercely active, continuing to push forward ALLFIE's seven principles of inclusive education while campaigning for our values which are firmly rooted in the context of social justice work. ALLFIE recognises the importance of its positionality as a disruptor; it challenges arguments that promote or lean towards segregated educational practices and provisions, as with the Newham Campaign to build new segregated schools. This was notable because Newham was once a borough known for good practice in inclusive education.

This year, we also carried out more in-person work, which included international events to promote our work. Through our efforts, we have been able to reach over 2,000 people through both an in-person and virtual presence. Here are some highlights of other areas of our work:

- Attended the 30th Anniversary of the Salamanca Statement of Principles in Paris - Celebrating inclusion in education: Global Inclusive Schools' Forum
- Presented in-person at the Bromley Experts By Experience event titled "United Voice" on inclusive education, a local meeting in Bromley raising awareness about the Disabled People's Movement and its importance in social action. More than 25 people attended.
- Presented in-person at 'Nothing About Us Without Us' exhibition, which exhibited items from ALLFIE's history in the People History Museum in Manchester. There were 50 people in attendance.
- Facilitated two in-person workshops at the 'Ending Torture in Closed Settings: A Disability Lens' discussion, which focused on the intersection of disability rights and (anti-) torture. The event was jointly convened by the Disability Rights Fund/Disability Rights Advocacy Fund and the Disability Rights Division at Human Rights Watch, with 30 people in attendance from the End Torture initiative.
- Presented in-person at the Voyage Education Partnership's Leadership Conference for Equity, Diversity, and Inclusion. The conference was attended by 45 education leaders, including headteachers and teachers.
- Published 12 newsletters and e-bulletins, with a readership of over 3,600 people, including an Inclusive Education December 2023 round-up.

Key Objective 2: Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all

Through our relentless campaigning efforts, we successfully initiated a collaboration with two Disabled People's Organisations (DPOs); Disabled People Against Cuts and Reclaiming Our Future Alliance. This powerful collaboration brought together individuals, DPOs, and other social justice organisations to campaign on the inhumane treatment that Disabled children and Young people face in residential educational/care home settings. Over 200 people engaged in this campaign.

Our End Torture campaign, born out of eight virtual campaign gatherings, led to a Day of Action in December 2023 held in Parliament. There was an impressive line-up of speakers on the panel, consisting of Young Disabled people, John McDonnell MP who sponsored the event, and DPOs including DPAC, ROFA, Inclusion London, DEWA, and Winvisible. Disability News Service and Inclusion Now magazine reported back on the event. This campaign continues to be an essential part of ALLFIE's work for 2024-25.

We shared the work we did in response to the Government's SEND and AP consultation in 2022-23. In response to the consultation, in March 2023 the Government published their 'Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Improvement Plan'. As expected, this prioritised resourcing segregated provisions for Disabled children and Young People over inclusive education settings. For example, between 2022 and 2025, £2.6 billion is being allocated to improve existing, and to build new special provisions. While adequate provisions for independent living would avoid Disabled children and Young People being placed into Short Break placements where they are removed from their homes and families, £30 million is being allocated *for* the Short Breaks programme. What's more, £18 million will be going towards Supported Internship programmes between 2022 and 2025, programmes which ALLFIE argues are blatantly exploitative. There is no equity, no justice— it is an outright unequal workplace training programme. Our Voice Youth project has expressed deep anger, and it is their intention in 2024 - 25 to continue their protest.

We also continue to be an active member of the DPO Forum, a collective of over 50 DPOs whose work centres on independent living and its benefits. In these meetings, ALLFIE is the only DPO focused on inclusive education, and the DPO manifesto (to which ALLFIE contributed after many discussions to ensure the upholding of our values) was launched in September 2023 at ROFA's hybrid conference in Manchester on DPO sustainability. This was an excellent event that was well attended (over 200 people) with support from Andy Burnham MP, Mayor of Greater Manchester. We also continue to highlight concerns around the government programme where local authorities at risk of going bust are invited to join the Delivering Better Value in SEND as a so-called way to facilitate and manage spending within these boroughs. However, our concern is that this adds to the existing barriers that drive Disabled children and Young people out of mainstream settings. During the year, our work involved:

- Submitted three parliamentary consultations, including input into the Leigh Day law firm submission:

- Engaged with 20 MPs and Parliamentarians through our collaborative work including: Department for Education on A World-Class Education System: The Advanced British Standard Consultation; Equality and Human Rights Commission on issues related to restraints and seclusions being used in schools; Olivia Blake MP, Chair of the SEND All-Party Parliamentary Group (APPG), including in relation to the End Torture campaign; Council for Disabled Children (CDC) on various aspects such as safeguarding children with disabilities and complex health needs in residential settings report.
- Submitted a response to the Department for Education Consultation: Guidance for Schools and Colleges: Gender Questioning Children. Our response focused on the accessibility of the consultation process and other policy areas of work.
- Responded to the Department for Education's Elective Home Education (EHE) guidance consultation review.

- Attended and shared our views at the Disability Action Plan roundtable on Disabled children which was attended by 20 people.
- Wrote a letter to Gillian Keegan MP, raising concerns about the government's announcement on school attendance.
- Provided contributions on inclusive education at the DPO Forum, which consists of over 50 DPOs and meets bi-monthly.
- Met with Newham Councillor for Education, Joshua Garfield, as part of our Newham campaign around building new segregated schools/units.
- Collaborated with Inclusion London in meetings with the Greater London Authority (GLA) Free School Meals team to discuss issues for Disabled children, particularly those out of school (for whatever reason). This issue connects to poverty and marginalises families of Disabled children.
- Engaged with the GLA DPO forum under the Stronger Voices project on education and cost of living.
- Engaged with 20 MPs and Parliamentarians through our collaborative work including campaigning with the Equality and Human Rights Commission on issues around restraints and seclusions being used in schools. We also worked with Olivia Blake MP in relation to the End Torture campaign and the CDC on various issues such as safeguarding Disabled children and complex health needs in residential settings report.

Key Objective 3: Build the capacity of the inclusive education movement to become a more effective voice of influence

Building capacity for campaigns continues to remain a necessary area of ALLFIEs work. Throughout the year, we engaged in innovative and creative activities through collaborative efforts, enhancing our effectiveness as a voice for inclusive education.

Thanks to ALLFIE's Disabled Black Lives Matter (DBLM), we were able to collaborate with Runnymede and, in 2022 – 2023, we secured resources to conduct research on the lived experiences of Black and Global Majority Disabled children and their families in education. This research involved focus groups with children and their parents, and the report was published in 2024.

ALLFIE has always created spaces for Young Disabled people's involvement within and across our work. A key activity was led by Our Voice members Melody Powell and Lucy Wing. Chaired by former Our Voice member and current ALLFIE Trustee, Tasnim Hassan, our Annual Inclusive Education event included a conversation with prominent Activist within the DPO space, Mark Harrison, focused on the necessity of Young Disabled people campaigning within the Disabled People's Movement.

Another essential initiative was developing the work of our Youth Parliamentary Group, to ensure Young Disabled people's voices are included in government decision-making and policy development. We will announce the model in 2025. This initiative will provide Young Disabled people from the Our Voice project more opportunities to have their voices heard.

Additionally, during the year, we began developing the groundwork for our Inclusive Education Coalition. Our intention is to use this platform to explore what is required to influence and enact a law for inclusive education.

In addition to this work, ALLFIE also:

- Produced 45 publications and resources, such as newsletters, podcasts, videos, articles, blogs and 3 issues of Inclusion Now magazine.
    - Produced a podcast discussing 'Concepts for Leeds University Teaching materials: Designing Curriculum Content - Inclusive Teaching
    - Published a blog post dedicated to International Women's Day and addressing topics related to being in work.
    - Our Voice interviewed Dr Miro Griffiths for Inclusion Now magazine reaching over 3,000 people.
- Conducted 17 workshops, training and speaking events which included:
    - Collaborated with University College London for the Our Voice Youth project workshop and exhibition focused on eugenics, disability, and education, as part of their project titled 'Prejudice in Power, contesting the pseudoscience of superiority' on eugenics. Inclusion Now magazine reported back.

  - Organised four events through the Stronger Voices project, aligned with International Days, to bring together Disabled People's Organisations (DPOs) and other social justice organisations.
  - Facilitated discussions at a school as part of their Citizenship Week, involving 7 schools and 60 pupils, to discuss the concept of "inclusion".
  - Provided training sessions to schools, universities and youth organisations including Advocacy Academy on the SEND and AP Improvement Plan.
  - Facilitated workshops on the challenges in obtaining EHCPs, experiences of families on poverty, and pipeline for campaigning.
- Featured 4 times in Disability News Service articles, each receiving over 500 views:
  - ALLFIE to build new coalition on fight for inclusive education
  - UK Disability History Month begins with call for action on disablism in education
  - 'Game-changing' £1.5 million will fuel ALLFIE's fight for inclusive education
  - Parliamentary meeting demands end to segregation and abuse of young disabled people

Key Objective 4: Ensure maximum effectiveness of ALLFIE and its future sustainability

We're committed to continuous learnings and responsiveness to improve our effectiveness in campaigning for inclusive education within mainstream settings through ALLFIE's work.

During the past year, our staffing team has grown with the addition of three new roles focusing on capacity building, campaigns, and policy. These roles include a Project Consultant, a Youth Parliamentary Officer and a Justice and Campaigns Officer. We have also established a Mentor role to provide support to new staff, contributing significantly to on-boarding, staff care and well-being.

To enhance our operational efficiency, we developed a Grant Management System, providing an accessible dashboard for managing grants, which has been instrumental in identifying areas for improvement.

In 2023/24 we took the opportunity to leverage our work and presented at two-funders events, one which had over 100 delegates in attendance. These were ideal spaces to promote ALLFIEs work and create new networks.

Through collaborative efforts, we successfully secured a £1.5 million grant over 10 years from City Bridge Foundation, Anchor Programme. This grant represents a major achievement for ALLFIE, signalling recognition of inclusive education as both a social justice and human rights issue.

Additionally, we commenced work on grants from the Esmée Fairbairn Foundation (£205,700 over two years), Joseph Rowntree Foundation (£198,000 over three years), and Trust for London - Disability Justice Fund (£98,250 over three years). Our other

income also includes funding from Trust for London - Stronger Voices (£165,000 over three years), Paul Hamlyn (£96,000 over two years), consultancy, grants, donations, and public speaking engagements.

Future Developments

In the year 2024/2025 we want to:

- Review ALLFIE's organisational and fundraising strategies.
- Implement the Youth Parliamentary model.
- Establish the Inclusive Education Coalition.
- Continue improvements on the ALLFIE website.
- Expand our presence on various social media platforms.
- Improve HR management systems.
- Develop Our Voice's campaigns focusing on transitions from education to employment.
- Publish ALLFIE's updated Manifesto, for use as a lobbying and Campaigning tool.
- Develop legal workshops on Special Educational Needs and Disability (SEND) and the law.
- Implement ALLFIEs new accountability and staff structure.
- Launch our research report on the lived experience of Black and Global Majority Disabled pupils, their families, and education, and disseminate findings.
- Implement the Anchor Programme grant on infrastructure development.

ANNEX

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know that our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education.

Our Purposes and Activities
The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings).

The main activity of the charity continues to be lobbying for changes to legislation, policy and practices that discriminate against Disabled learners, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ending 31st March 2024. This report also constitutes a Directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act. (clarify)

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, 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) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit

The Charities Commission in its 'Charities and Public Benefit' guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Financial Review

The financial statements show that ALLFIE had net income for the year of £64,065. On the 31st March 2024 the charity had total funds of £136,279, of which £11,869 were restricted funds and £124,410 unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources

For the year 2023/2024 ALLFIE's Esmée Fairbairn Foundation (£205,700 over two years), Joseph Rowntree Foundation (£198,000 over three years), and Trust for London - Disability Justice Fund (£98,250 over 3 years). Our existing grants from Trust for London - Stronger Voices (£165,00 over three years) Paul Hamlyn (£96,000 over two years).

We have secured funding from City Bridge Foundation under their Anchor Programme for £1.5 million core costs for 10 years to start in the next financial year.

Risk Management

The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy

ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the 'Reserves Policy' to hold unrestricted free reserves (unrestricted reserves that are not designated held as net current assets) equivalent to between four- and six-months' total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period.

Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants.

The free reserves of the charity totalled £104,872. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £70,600 to £104,900).

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees

We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-disabled staff and Trustees at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which includes an audit skill check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Director. The current Director is Michelle Daley.

The Alliance for Inclusive Education staff 2023-2024 are:

Michelle Daley, Director
Gelila Tekle-Mariam, Governance Support Officer
Catherine Bebbington, Communications Officer
Saifur Valli, Operations and Digital Officer
Lani Parker, Capacity Building Development Officer
Amelia McLoughlan, Policy and Research Officer (resigned - September 2023)
Kariima Ali, Social Value in Education Researcher (resigned - May 2023)
Iyiola Olafimihan, Capacity Building Development Officer, maternity cover up to November 2023. Appointed as Campaigns and Justice Officer - December 2023
Edmore Masendeke, Policy and Research Officer (appointed - September 2023)
Yewande Akintelu-Omoniyi, Our Voice Project Youth Officer

Volunteers

This year ALLFIE's work has been supported by 16 volunteers who are working with us on different areas of our capacity building and campaigns work.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff to individuals in public office. ALLFIE is a national organisation and works in partnership on decision and policy makers, developing resources, transforming attitudes and disseminating knowledge.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

Our Seven Principles

1. Diversity enriches and strengthens all communities.
2. All learners' different learning styles and achievements are equally valued, respected and celebrated by society.
3. All learners are enabled to fulfil their potential by taking into account individual requirements and needs.
4. Support is guaranteed and fully resourced across the whole learning experience.
5. All learners need friendship and support from people their own age.
6. All children and Young people are educated together as equals in their local communities.
7. Inclusive education is incompatible with segregated provision both within and outside mainstream education.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name
Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address
336 Brixton Road
London
SW9 7AA

Bankers
Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

Director
Michelle Daley

Council Members
Navin Kikabhai (Chair)
Sarifa Patel
Shamim Ali (Treasurer)
Anthony Ford-Shubrook
Sophia Anna Kleanthous, resigned on 08.08.23
Tasnim Hassan
Olcay Lee, appointed on 15.11.23

Independent Examiner
Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2024

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our independent examiner

In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 24th October 2024 and signed on its behalf by:

Navin Kikabhai, Chair

24 October 2024

ALLIANCE FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2024

	Note	2024 £ Unrestricted	2024 £ Restricted	2024 £ Total	2023 £ Total
INCOME AND EXPENDITURE					
INCOME:					
Donations, grants and legacies	3	122,338	133,000	255,338	49,066
Income from charitable activities:					
Membership fees		1,267	-	1,267	5,075
Training & consultancy fees		2,715	-	2,715	30,043
Sales		-	-	-	2,625
Access to work		-	13,809	13,809	-
		3,982	13,809	17,791	37,743
Investment income (bank interest)		2,743	-	2,743	646
Total Income		129,063	146,809	275,872	87,455
EXPENDITURE:					
Expenditure on charitable activities					
Capacity building and campaigns		107,208	104,599	211,807	164,846
Total expenditure	4	107,208	104,599	211,807	164,846
Net income/(expenditure)		21,855	42,210	64,065	(77,391)
Transfers between funds		45,000	(45,000)	-	-
Net movement in funds		66,855	(2,790)	64,065	(77,391)
Reconciliation of funds:					
Total funds brought forward		57,556	14,659	72,215	149,606
Total funds carried forward		124,410	11,869	136,279	72,215

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Intangible assets	10	271	406
Tangible assets	11	3,594	723
		3,865	1,129
CURRENT ASSETS			
Debtors	12	26,688	7,872
Cash at bank and in hand		180,209	92,493
		206,896	100,365
CREDITORS			
Amount falling due within one year			
Creditors/accruals	13	(74,483)	(29,279)
NET CURRENT ASSETS		132,414	71,086
NET ASSETS		136,279	72,215
THE FUNDS OF THE CHARITY:			
Restricted reserves	15	11,869	14,659
Unrestricted reserves	16	124,410	57,556
TOTAL CHARITY FUNDS		136,279	72,215

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year in accordance with the requirements of section 226; and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

They were approved by the Council on 24 October 2024
and signed on their behalf by;

Navin Kikabhai

Type text here

Navin Kikabhai - TRUSTEE

Company No.5988026

ALLIANCE FOR INCLUSIVE EDUCATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024

	Total funds 2024 £	Total funds 2023 £
Cash used in operating activities	91,784	(88,108)
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	(4,068)	(355)
Increase/(decrease) in cash & cash equivalents	87,716	(88,463)
Cash & cash equivalents at beginning of year	92,493	180,956
Cash & cash equivalents at end of year	180,209	92,493

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as per the statement of financial activities)	64,065	(77,392)
Adjustments for:		
Depreciations and amortisation charges	1,332	441
(Increase)/decrease in debtors	(18,816)	(1,624)
Increase/(decrease) in creditors	45,203	(9,534)
	91,784	(88,108)

1 ACCOUNTING POLICIES

a) **Basis of Preparation of Financial Statements**

The financial statements have been prepared 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Alliance for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

b) **Preparation of the Accounts on a Going Concern Basis**

At 31 March 2024, the charity had total funds of £136,279 (2023 - £72,215). Restricted funds amounted to £11,869 (2023 - £14,659). The free reserves of the charity totalled £104,872. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £70,600 to £104,900).

The charity has prepared a budget for the year ended 31 March 2025 which shows at least a break even position for 2024/25.

The trustees therefore have a reasonable expectation that the charity will be in operation 12 months from the date of approval of these accounts and that the charity remains a going concern.

c) **Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants and donations

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and

ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Charitable trading activities

Income from charitable trading activities is included in the period in which the company is entitled to receipt.

Interest receivable

Interest is included in incoming resources when receivable by the company.

d) **Expenditure and Irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on activities in furtherance of the charity's activities represent the costs of canpaigning and capacity building in all matters concerning the inclusion of special needs children into schools and colleges.

Costs of generating funds comprise the staff time in inducing trusts, foundations, local education authorities and government departments to contribute financially to the charity's work.

1 ACCOUNTING POLICIES (continued)

Resources expended are allocated to the particular activity where the cost relates directly to that activity.
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include the office costs of the charity which support the charity's activities. Support costs have been allocated on the basis set out in note 7.
Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

e) **Intangible Fixed Assets and Depreciation**
Amortisation is calculated to write off the cost of intangible fixed assets over their estimated useful lives using the following rates:
Website - 33.33% reducing balance

f) **Tangible Fixed Assets and Depreciation**
All assets costing more than £250 are capitalised and included at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:
Office Equipment - 25% reducing balance

g) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) **Creditors**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i) **Pension costs**
The charity contributed to a defined contribution pension scheme. The employer contributions made by the charity are treated as an expense and are disclosed in note 5 to the accounts.

j) **Operating leases**
The charity classifies the lease of its operational premises as an operating lease. Rental charges are charged on a straight line basis over the term of the lease.

k) **Fund accounting**
Funds held by the company are:
Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Council.
Unrestricted designated funds - these funds are unrestricted funds which the Council have earmarked for a specific purpose to help the charity achieve its charitable objects.
Restricted funds - these are funds that can only be used for particular purposes within the charitable objects of the company. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

2 PRIOR PERIOD COMPARATIVES

	2023 Unrestrict. £	2023 Restricted £	2023 Total £
INCOME:			
Donations, grants and legacies	19,066	30,000	49,066
Income from charitable activities:			
Membership fees	5,075	-	5,075
Training & consultancy fees	30,043	-	30,043
Sales	2,625	-	2,625
Access to work	-	-	-
Production of 'Inclusion Now'	-	-	-
	37,743	-	37,743
Investment income (Bank interest)	646	-	646
Total Income	57,455	30,000	87,455
EXPENDITURE:			
Expenditure on charitable activities			
Capacity building and campaigning	99,579	65,267	164,846
Total expenditure	99,579	65,267	164,846
Net income/(expenditure)	(42,124)	(35,267)	(77,391)
Transfers between funds	-	-	-
Net movement in funds	(42,124)	(35,267)	(77,391)

3 DONATIONS, GRANTS AND LEGACIES

	Unrestrict. £	Restricted £	Total 2024 £	2023 £
Trust for London - DJF	24,000	-	24,000	-
Esmeé Fairbairn	59,997	-	59,997	-
Joseph Rowntree Charitable Trust	35,000	-	35,000	-
Paul Hamlyn Foundation	-	33,000	33,000	30,000
Network for Social Change	-	-	-	18,755
Runnymede	-	-	-	-
Trust for London - SV	-	100,000	100,000	-
Donations	3,341	-	3,341	311
	122,338	133,000	255,338	49,066

4 TOTAL EXPENDITURE

	Staff costs £	Direct & project costs £	Support costs £	2024 £	2023 £
Capacity building and campaigning	165,468	29,314	17,025	211,807	164,846

5 STAFF COSTS

	2024 £	2023 £
Staff Salaries	141,620	119,224
Social Security Costs	4,474	8,789
Pension Contributions	8,990	3,443
Access to Work	5,367	2,152
Freelance & Agency staff	3,541	-
Volunteer & Secretarial expenses	1,476	149
	165,468	133,756

No remuneration was paid to the trustees. The trustees incurred £nil of expenses during the year (2023: £nil). No employees earned over £60,000 (2023: nil). The average number of employees during the year was 8 (2023 - 7). The key management personnel of the charity comprise the trustees and the Director. The total employee benefits of the key management personnel of the charity were £34,014 (2023: £31,101).

6 DIRECT COSTS & PROJECT COSTS

	2024 £	2023 £
Access Costs	8,778	1,747
Staff Training and Expenses	3,534	4,108
Events & Conferences	4,755	2,934
Audit, bookkeeping, and professional fees	6,530	5,665
Training & Consultancy	5,368	2,795
Marketing & Publicity	348	429
	29,314	17,679

7 SUPPORT COSTS

	2024 £	2023 £
Premises Costs	6,562	6,341
IT Support	6,320	936
Office Equipment	-	404
Insurance	489	338
Post, Printing and Stationery	1,080	2,070
Telephone and Fax	587	2,520
Software and Minor equipment	36	55
Publications and Subscriptions	537	204
Bank Charges	82	103
Depreciation	1,197	238
Amortisation	135	203
	17,025	13,411

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2024	2023
	£	£
This is stated after charging:		
Independent examiner's fees:		
Independent examination	2,000	1,750
Accountancy	1,720	1,250
Staff training	2,715	-
Depreciation and amortisation	1,332	441
	3,052	1,691

9 TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 INTANGIBLE FIXED ASSETS

	Website
	£
Cost	
01-Apr-23 and at 31-Mar-24	4,578
Amortisation	
01-Apr-23	4,172
Charge for the year	135
31-Mar-24	4,307
Net Book Value	
31-Mar-24	271
31-Mar-23	406

11 TANGIBLE FIXED ASSETS

	Office Equipment
	£
Cost	
01-Apr-23	9,438
Additions	4,068
31-Mar-24	13,506
Depreciation	
01-Apr-23	8,715
Charge for the year	1,197
31-Mar-24	9,912
Net Book Value	
31-Mar-24	3,594
31-Mar-23	723

12 DEBTORS

	2024	2023
	£	£
Trade debtors	15,000	4,450
Prepayments & accrued income	11,688	3,422
	26,688	7,872

13 CREDITORS < 1 YEAR	2024 £	2023 £
Other creditors & accruals	10,959	7,873
Deferred income	60,204	18,700
Other taxation and social security	3,320	2,706
	74,483	29,279

14 OPERATING LEASES

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Less than one year	-	9,338

15 RESTRICTED RESERVES

	Bal 01/04/23 £	Income £	Expend. £	Transfers £	31/03/2024 £
Centre for Knowledge	2,790	-	(2,790)	-	-
Paul Hamlyn Foundation	11,869	33,000	(33,000)	-	11,869
Trust for London - SV	-	100,000	(55,000)	(45,000)	-
Access to Work	-	13,809	(13,809)	-	-
	14,659	146,809	(104,599)	(45,000)	11,869

Centre for Knowledge
A grant to support ALLFIE's Disabled Black Lives Matter and intersectionality work on education.

Paul Hamlyn Foundation
A grant to fund Our Voice Youth project.

Trust for London - Stronger Voice
Capacity building on campaigns and policy influence related to inclusive education and poverty, in collaboration with London-based Disabled People's Organisations (DPOs).

Access to Work
A publicly funded employment support programme that aims to cover access cost for Disabled people.

16 UNRESTRICTED RESERVES

	Bal 01/04/23 £	Income £	Expend. £	Transfers £	31/03/2024 £
Designated Funds					
Training and consulting	15,673	-	-	-	15,673
Unrestricted General Reserves	41,883	129,063	(107,208)	45,000	108,737
	57,556	129,063	(107,208)	45,000	124,410

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Designated Fund £	Restricted Funds £	Total Funds £
Intangible fixed assets	271	-	-	271
Tangible fixed assets	3,594	-	-	3,594
Cash at bank and in hand	152,667	15,673	11,869	180,209
Other net current assets/(liabilities)	(47,795)	-	-	(47,795)
	108,737	15,673	11,869	136,279

18 RELATED PARTY TRANSACTIONS

There are no related party transactions that require disclosure in the accounts.

Independent examiner's report to the Council Members ('the trustees') of Alliance for Inclusive Education (Limited by guarantee) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed: Burnside

Name: Stephen Burnside FCA
(Listed Body: Institute of Chartered Accountants in England & Wales)
Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ
Date: 9/12/24

ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales - Charity number 1124424

Accounts

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2023

Alliance For Inclusive Education
(a charitable company limited by guarantee)

Report and Financial Statements
for the year ending 31st March 2023

Company number 5988026
Charity number 1124424

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2023

Chairperson's report

Welcome to this year's Annual Report. At ALLFIE we have experienced a number of significant changes. First and foremost, Joe Whittaker died in February 2023. He was a trustee, former Chairperson and a dedicated and committed advocate and campaigner for inclusive education. I have no doubt that his impact and contribution to the struggle for inclusive education will live on for generations to come. In other matters, ALLFIE has been successful in securing funding and have recruited new staff in key roles.

Politically, Inclusive Education continues to be attacked. The current government continues to intentionally ignore the plight of Disabled people and have actively set out on an agenda to pursue segregated provision. In my lifetime, we have never witnessed government incompetence on such a scale. At ALLFIE we are accustomed to dealing with ideological opposition and have responded to this accordingly. What is new in this government's rhetoric is not only inconsistency, but also incompetence. They have been remiss with funding, budget cuts, depleted resources and cuts to training. Yet, at the same time they have invested millions of pounds into building segregated provision. They have continued to close the door on the educational opportunities and life chances of Disabled young people, and those labelled as having Special Educational Needs. It should be no surprise that exclusions and suspensions have been on the rise – such young people and their families are on a trajectory to segregation with little or no recourse to redress.

I want to take this opportunity to thank our funders, the ALLFIE team and our Director for their stalwart commitment in the face of such adversity. I also want to say thank you to our members for their continued support.

With growing inequalities and uncertainty our work has revealed intersectional inequality that has often gone ignored. ALLFIE has important work to do, and we continue to bring a focus on the abuse and blatant systemic and structural educational failure.

Director's Report

Welcome to ALLFIE's 2022 – 2023 Annual Report. We give sincere gratitude to everyone for your continued commitment to the Inclusive Education Movement and for supporting ALLFIE's work. Here we share the highlights of our work, which includes reports on the different approaches that we used to deliver on our strategy. Each year comes with its own unique experiences, however, ALLFIE had a mixed year to 31st March 2023.

We are sad to be reporting that we started 2023 with the death of a Trustee, Joe Whittaker. Joe was a former Chairperson, a trustee, an active member, an editorial board member on Inclusion Now magazine, and a fearless activist for inclusive education. We have dedicated both our tribute webpage and Inclusion Now magazine 65 to Joe, to celebrate his tireless activism and dedication to the work of the Disabled People's Movement. We all loved Joe. He knew how to persuade people and win an argument, primarily because he was talking from experience. Nor was he afraid of asking important questions. Joe was relentless in pursuing inclusive education and demonstrated an art with his direct way of communicating. These are great activist skills. He respected others and was always willing to share his experience. For example, Joe would say, in his own words, the definition for inclusive education has already been won under the UN Convention on the Rights of Persons with Disabilities (UN CRPD) on Article 24 (on inclusive education), so we don't need to keep making the argument – it's done! Joe was a prominent person within the Disabled People's Movement, being on the frontline of campaigns, he helped set up 'Justice in Care', was a supporter of Quiet Riot, and was instrumental in advocating with Disabled children and their families who were pushed to the margins of the educational system to access/remain in mainstream school. A further sad loss to the Disabled Peoples Movement was Judith Heumann, an American activist for Disabled people's human rights, featured in the film Crip Camp and was interviewed by ALLFIE for Inclusion Now magazine 60. Joe and Judith leave long-lasting legacies teaching valuable lessons towards always thinking that achieving social justice for all Disabled people is possible.

The global pandemic remains a present challenge, particularly for in-person meetings and the continued risk for some Disabled members in our community. There were some in-person meetings that we were able to attend and deliver, but these mostly took place in the summer. We are pleased that we are still able to continue to operate smoothly using virtual platforms for all our Trustee meetings, team meetings and delivery of our projects. In addition, we were affected by political turmoil, with a change of three Prime Ministers and multiple other MPs within the government. The constant change of government leadership has created conditions of uncertainty around what would be the government's priorities, particularly for ALLFIE on education and disability matters.

The cost-of-living crisis remains an issue, despite government packages of support. The annual rate of inflation hit 11.1% in October 2022 (from 0.7% in October 2020), and interest rates were at 4.25% in March 2023, up from 0.1% in March 2020. This has led to further social disparities and marginalisation across the country. We

particularly welcomed uplifts on our grants to help us address these issues, and staff salaries were increased in line with National Joint Council (NJC) guidelines.

ALLFIE continues to be positioned as the only Disabled People's Organisation (DPO) focused on campaigning for inclusive education as a social justice and human right issue. We particularly campaign for a change in law. Campaign and policy work continues to remain effective at responding to consultations, to challenge gaps, injustices and inequalities through ensuring that inclusive education gets addressed. Our main consultation was the SEND review. This was an important consultation for ALLFIE, to have a strong presence and gather a range of information and experiences to support our submission. We therefore knew that the consultation submission would take a lot of ALLFIE's resources and time. We identified several concerns with the SEND review outcome which included very little in the way of change to centring inclusive education, and no effort to ending segregated provisions for Disabled children/young people. We also took opportunities to engage in the government's SEND review consultation, including by attending the Ministerial Round Table,, where we posed a question centred around the need for a definition on inclusive education and the failure to recognise intersectional discrimination within the SEND review. Will Quince MP agreed that some work is needed on defining inclusion, but still supported retaining segregated provisions.

Later in the year we launched our Stronger Voices project, under our Inclusion Champions capacity building. The intention of this work is to influence policy on the intersections of segregated education within the London boroughs, and its link to poverty. We made a positive start with good engagement from the Steering Group made up of London Disabled People's Organisations (DPOs) to steer, shape and influence the work.

Our partnership with Inclusion Solutions and World of Inclusion, on the production of the Inclusion Now magazine has resulted in the recruitment of new members to the editorial board, ensuring the continued success of the magazine. In 2022, we published an additional supplement on the SEND review, which included a cartoon illustration produced by Crippen. The magazine remains a positive tool for ALLFIE to share resources on good policy and practice, as well as concepts to promote a better understanding of Inclusive Education as a social justice issue and a right for all.

ALLFIE remains successful in supporting Young Disabled people and creating leadership opportunities. We are pleased that we continue to build the work of Our Voice, by developing a campaign and leadership project for future generations of Young Disabled activists. At various points throughout the year, we delivered in-person training on the social model of disability and the law, among other themes.

We are pleased to announce that ALLFIE has started a small study to produce recommendation outcomes on the school experiences of Black/Global Majority (also referred to as BAME: Black, Asian Minority Ethnic groups) Disabled children aged 11 to 16. This will ensure we can better reflect intersectional justice experiences within our work and to help better inform campaigns.

Moving forward, ALLFIE will continue to work on our commitment to implement the Coalition on Inclusive Education, a Youth Parliament, as well as to build capacity on campaigns and strengthen our movement building. We also look to secure longer term funding, over 5 to 10 years, so that we can focus on doing the work and strengthening the inclusive education movement, thus ensuring that we move closer to our vision.

ALLFIE continues to keep its commitment to deliver on our values, to push forward on our vision and to centre inclusive education as a social justice and human rights issue.

ALLFIE'S WORK IN 2022/2023: Impact Report

Thank you for your impact!

The impact of ALLFIE's work is owed to the continued support of all our members, supporters, allies, volunteers, staff, trustees, and funders/donors for the commitment to inclusive education. It is through collective support that we can be proud of ALLFIE's achievements, and can focus on influencing policy, capacity building on campaigns, deepening intersectionality through developing new research, responding to the SEND review: right support, right place, right time, improving digital engagement, and sustaining our income. We move into 2023/2024 positioned to drive our strategy and push for change in the law to progress our work on inclusive education.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK. ALLFIE aims to uphold and achieve the right to the education and inclusion of all learners within fully resourced, mainstream educational settings.

Our main activity continues to be lobbying for changes to legislation, policy and practice that discriminates against Disabled pupils/students and prevents inclusion, including for those labelled with SEN. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing, fundraising for the core budget, and engaging in new projects.

Objectives for the years 2020 – 2025

1. Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all.

2. Promote a wider understanding of the benefits of inclusive education for all.
3. Build the capacity of the inclusive education movement to become a more effective voice of influence.
4. Ensure the maximum effectiveness of ALLFIE and its future sustainability.

ACHIEVEMENTS AND PERFORMANCE 2022/23

Key Objective 1: Promote a wider understanding of the benefits of inclusive education for all

ALLFIE remains committed to drawing attention to the benefits of inclusive education to advance our vision. We use a social justice framework, based on the social model of disability, intersectionality, lived experience and the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), Article 24 (on inclusive education), to proactively support our practice. We ensure that we stay committed to our values and remain accessible. We use our framework as a tool to help challenge systemic and structural oppressions and discrimination within the education system, which can affect access to mainstream educational provisions and/or hinder learning. Highlights from 2022/2023 include:

- Four international engagements:
    - Delivered a virtual lecture to Japan-UK Inclusive Education Seminar (at Nayoro City University).
    - Disabled Black Lives Matter (DBLM) spoke at Minority Rights Group (MRG) and Land Body Ecologies (LBE) and hosted a roundtable discussion on "disability and minorities and indigenous peoples in health and social research".
    - DBLM exchange with Brazil DBLM, where they met in London to share experiences on the education system.
    - Shared learning with the European Network on Independent Living (ENIL) on policy and inclusive education.

- Engaged with three main political parties this included Young Greens, Shadow Minister Helen Hayes MP, and the Ministerial Round Table on SEND review: right support, right place, right time, Ministers Will Quince MP and Gillian Keegan MP.
- Published four editions of our Inclusion Now Magazine including spring, summer and autumn, plus an additional edition, which focused on the SEND review.
- Published 26 newsletters and e-bulletins, with a readership of over 6,500.These include:

  - December Xmas round-up newsletter
  - Summer inclusive education newsletter
  - ALLFIE SEND Review briefing
  - No More Austerity: Protect Disabled People's Rights
  - Call To Action: London Borough U-Turn on Inclusive Education
- Reported three times in national media, including being quoted in the Evening Standard online article 'Learning Disability Week: 'Segregated' schools leading to unemployment gap'.

Key Objective 2: Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all

2022/23 was a challenging year for education, with reports of safeguarding abuses in residential children settings, and an increase of segregated provisions. This was very disappointing but not surprising, given the challenges to bring about inclusive education. However, ALLFIE remained committed to achieving inclusive education as defined in the United Nations Convention On The Rights Of Persons With Disabilities (UN CRPD) on Article 24. It requires a good accountability mechanism to support, promote and protect all aspects of inclusive education as a right for all. ALLFIE remains the leading Disabled People's Organisation in England, focused on inclusive education, challenging the systemic, structural oppression and barriers that contribute to segregation. In 2022 – 2023, we focussed our campaigns and policy work on the SEND review: right support, right place, right time aimed at influencing the legislative and decision-makers on their commitment to the on establishing legal structures and systems for inclusive education for all. Our campaigns and policy work involved the following:

- In total we made 5 parliamentary submissions, including a higher education policy statement and reform and a Covid-19 Public Inquiry. Our main submission was to the SEND review: right support, right place, right time. We exceeded our expectation in the responses we gathered for the SEND consultation. We established a steering group and hosted a series of consultations, both virtual and in-person, and we consulted with over 100 people to gather evidence for our submission. The consultation event was attended by the Department for Education's Helen Nix, SEND Review Team Leader, and their team - more than 50 people attended. We were also invited by other organisations, such as Greater London Authority (GLA) and Liberty Human Rights to share our views.
- Influenced policy recommendations done by Liberty Human Rights on their Policy Council paper and Greater London Authority (GLA), ensuring their work centred inclusive education principles
- Continued to share our concerns on the Equality and Human Rights Commission (EHRC) response to the school restraint inquiry because we believe restraints to be a form of torture and violence. Joe Whittaker was instrumental member of the team for this work.

- Published a campaign on the U-turn on inclusive education in the London Borough of Newham. Joe Whittaker led writing of the article: ALLFIE responds to London Borough of Newham's segregated school proposal

Key Objective 3: Build the capacity of the inclusive education movement to become a more effective voice of influence

To achieve inclusive education, it is necessary to establish what is required to promote rights for all. Capacity building is key to making sure things happen and to understand what inclusive education is. Building the capacity for inclusive education is a key area of ALLFIE's work under our Inclusion Champions programme that represents policy, practice and campaigns. This area of work helps to attract and increase knowledge, skills and tools for developing an equitable and inclusive education system, as a human right for all. Our work included:

- We started three new areas of work:
    - Three-year funding from Trust for London to deliver Stronger Voices capacity building on campaigns, to influence policy on the intersections between segregated education and its link to poverty.
    - Three-year funding from Paul Hamlyn Foundation to support Our Voice Young people work, to deliver a campaign to develop leaders for the next generation of Young Disabled Activists.
    - 12-month funding from Runnymede Trust to conduct research into the school experiences of Black/Global Majority Disabled children.

- Delivered and facilitated training to Deaf Ethnic Women Association (DEWA) on Inclusive Education, Advocacy Academy with Young people, as well as Experts by Experience and Action on Disability.
- We produced two evaluation reports for Action on Disability on empowerment work with Young Disabled people and the Young Hammersmith and Fulham Foundation.
- We hosted various events to engage with our members, DPOs, Disabled people and supporters. Two events were facilitated by Joe Whittaker, prior to him passing away. These included the Annual Conference on the cost-of-living crisis and UN International Day of Education. UN International Day of Education keynote speaker, Chloe Schendel-Wilson from Disability Policy Centre, presented their research report on "The State of the Nation in SEND Education: England".
- We continue to have a consistent reach of over 2,000 people through our speaking engagements. In 2022-23 this included presenting at:
    - City Bridge Trust Networking and Learning Day
    - The SEND stakeholder ministerial roundtable
    - The Diversity & Ability Conference

- ALLFIE are continuing to grow our digital inclusive education movement on social media, on our website and on YouTube. We published videos from our annual conference on the cost-of-living crisis, along with other events. Our website has attracted over 200,000 views.

Key Objective 4: Ensure maximum effectiveness of ALLFIE and its future sustainability

ALLFIE continues to improve our operations and income. We have good governance helping to ensure pursuit of our longer sustainability and value for inclusive education. It continues to be a challenge to secure resources to ensure the campaign for inclusive education. The campaign for inclusive education requires collective support over a longer term to sustain and achieve our vision. We continue to build lessons from our learning and adapt our practices to support our sustainability, so that we can thrive while not losing commitment to our values. We have recruited new staff, continue creating space to build our own capacity, strengthen our relationships and accountability through away days, shared learning, collective working, and introduced Voice over Internet Protocol (VOIP) to enable staff to take and make telephone calls digitally.

Financially we have received income that will contribute to our core work for the next 3 years. Our applications were successful with the Joseph Rowntree Foundation for £180k + 10% uplift (£60k each year), Esmée Fairbairn Foundation for £187,000 + 10% uplift over 2 years, Trust for London under the Disability Justice Fund £90,000 + 10% uplift over 3 years, and Paul Hamlyn Foundation (2022-25) £90k +10% uplift. Other income has been generated from consultancy, grants, donations and public speaking.

Future Developments
Our goals for the year 2023/2024 include:

- Delivering a series of events on building the capacity on the intersections between inclusive education and its link to poverty.
- Setting up a Young Disabled people's campaign group.
- Developing campaigns on safeguarding issues in residential provisions and on the increase of segregated provisions.
- Publishing research outcome recommendations on the experiences of Black/Global Majority Disabled children in school.
- Respond to the 'SEND and alternative provision improvement plan' with contribution from the Steering Group.
- Set up the Inclusive Education Coalition and the Young People Parliament.
  Improve our website making it more accessible, functional and add fundraising integration.

Who we are

The Alliance for Inclusive Education staff 2022-2023 were:

Michelle Daley, Director
Gelila Tekle-Mariam, Governance Support Officer
Simone Aspis, Campaigns & Policy Co-ordinator, resigned on 23.06.22
Catherine Bebbington, Communications Officer
Saifur Valli, Operations and Digital Officer
Melody Powell, Inclusion Champions Development Worker, resigned on 30.06.22
Lani Parker, appointed on 04.07.22
Amelia McLoughlan, Policy and Research Officer, appointed on 08.08.22
Kariima Ali, Social Value in Education Researcher, appointed on 08.08.22
Iyiola Olafimihan, Capacity Building Development Officer, maternity cover from 16.01.23
Yewande Akintelu-Omoniyi, Our Voice Project Youth Officer, appointed on 18.01.23
Dora Lam, Finance Officer, resigned on 20.01.23

Volunteers

This year ALLFIE's work has been supported by 12 volunteers who are working with us on different areas of our capacity building and campaigns work.

Council Members:

Navin Kikabhai (Chair)
Sarifa Patel (Vice Chair)
Shamim Ali (Treasurer)
Joe Whittaker, died on 28.02.23
Anthony Ford
Sophia Anna Kleanthous
Tasnim Hassan

Independent Examiner

Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

Annex

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know that our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings).

The main activity of the charity continues to be lobbying for changes to legislation, policy and practices that discriminate against Disabled learners, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ending 31st March 2023. This report also constitutes a Directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, 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) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit

The Charities Commission in its 'Charities and Public Benefit' guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Financial Review

The financial statements show that ALLFIE had net expenditure for the year of £77,392 On the 31st March 2023 ALLFIE had total funds of £72,214, of which £14,659 were restricted funds and £57,555 unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources

For the year 2022/2023 ALLFIE's work received support from Paul Hamlyn Foundation and Network for Social Change. Most funding sources for 2022/23 was b/fwd from DSA Quality Assurance, Paul Hamlyn, Runnymede, Network for Social change and unrestricted reserves.

We continue to develop ALLFIE's future over a longer term by securing 5 – 10 years funding ensuring that we can deliver on our vision for inclusive education as a right for all.

Risk Management

The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy

ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the 'Reserves Policy' to hold unrestricted free reserves (unrestricted reserves that are not designated held as net current assets) equivalent to between four- and six-months' total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period.

Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants.

Based on 2022/23 expenditure gives a free reserve target of between £54,000 and £81,000. At £40,754, the unrestricted free reserves are not on target. However, the trustees are aware that reserves are below target, and the organisation has already secured funding for the coming years.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees

We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-disabled staff and Trustees at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which includes an audit skill check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Director. The current Director is Michelle Daley.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff to individuals in public office. ALLFIE is a national organisation and works in partnership on decision and policy makers, developing resources, transforming attitudes and disseminating knowledge.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

Our seven principles

1. Diversity enriches and strengthens all communities
2. All learners' different learning styles and achievements are equally valued, respected and celebrated by society
3. All learners are enabled to fulfil their potential by taking into account individual requirements and needs
4. Support is guaranteed and fully resourced across the whole learning experience
5. All learners need friendship and support from people their own age
6. All children and young people are educated together as equals in their local communities
7. Inclusive education is incompatible with segregated provision both within and outside mainstream education

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name
Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address
336 Brixton Road
London
SW9 7AA

Bankers
Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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, including the income and

expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our independent examiner
In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 24 October 2023 and signed on its behalf by:

NAVIN KIKABHI

Navin Kikabhai, Chair

ALLIANCE FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2023

	Note	2023 £ Unrestricted	2023 £ Restricted	2023 £ Total	2022 £ Total
INCOME AND EXPENDITURE					
INCOME:					
Donations, grants and legacies	3	19,066	30,000	49,066	66,228
Income from charitable activities:					
Membership fees		5,075	-	5,075	5,989
Training & consultancy fees		30,043	-	30,043	21,167
Sales		2,625	-	2,625	270
Access to work		-	-	-	9,123
		37,743	-	37,743	36,549
Investment income (bank interest)		646	-	646	27
Total Income		57,455	30,000	87,455	102,804
EXPENDITURE:					
Expenditure on charitable activities					
Capacity building and campaigning		99,579	65,267	164,846	162,179
Total expenditure	4	99,579	65,267	164,846	162,179
Net income/(expenditure)		(42,124)	(35,267)	(77,392)	(59,375)
Transfers between funds		-	-	-	-
Net movement in funds		(42,124)	(35,267)	(77,392)	(59,375)
Reconciliation of funds:					
Total funds brought forward		99,680	49,926	149,606	208,981
Total funds carried forward		57,556	14,659	72,214	149,606

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible assets	10	406	609
Tangible assets	11	723	606
		1,129	1,215
CURRENT ASSETS			
Debtors	12	7,872	6,248
Cash at bank and in hand		92,493	180,956
		100,365	187,204
CREDITORS			
Amount falling due within one year			
Creditors/accruals	13	(29,279)	(38,813)
NET CURRENT ASSETS		71,086	187,204
NET ASSETS		72,215	188,419
THE FUNDS OF THE CHARITY:			
Restricted reserves	15	14,659	49,926
Unrestricted reserves	16	57,556	99,680
TOTAL CHARITY FUNDS		72,215	149,606

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year in accordance with the requirements of section 226; and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

They were approved by the Council on 24 October 2023.
and signed on their behalf by;

NAVIN KIKABHAI

Navin Kikabhai - TRUSTEE

Company No.5988026

The annexed notes form part of these financial statements

ALLIANCE FOR INCLUSIVE EDUCATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2023

	Total funds 2023 £	Total funds 2022 £
Cash used in operating activities	(88,108)	(27,288)
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	(355)	-
Increase/(decrease) in cash & cash equivalents	(88,463)	(27,288)
Cash & cash equivalents at beginning of year	180,956	208,244
Cash & cash equivalents at end of year	92,493	180,956

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(77,392)	- 59,375
Adjustments for:		
Depreciations and amortisation charges	441	502
(Increase)/decrease in debtors	(1,624)	1,570
Increase/(decrease) in creditors	(9,534)	30,015
	(88,108)	(27,288)

1 ACCOUNTING POLICIES

a) **Basis of Preparation of Financial Statements**

The financial statements have been prepared 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Alliance for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

b) **Preparation of the Accounts on a Going Concern Basis**

At 31 March 2023, the charity had total funds of £72,215 (2022 - £149,606). Restricted funds amounted to £14,659 (2022 - £49,926). The free reserves of the charity totalled £40,754. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £55,000 to £82,000). The trustees are aware that reserves are below target, and the organisation has already increased funding for the coming year.

The charity has prepared a budget for the year ended 31 March 2024 which shows at least a break even position for 2023/24.

The trustees therefore have a reasonable expectation that the charity will be in operation 12 months from the date of approval of these accounts and that the charity remains a going concern.

c) **Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants and donations

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and

ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Charitable trading activities

Income from charitable trading activities is included in the period in which the company is entitled to receipt.

Interest receivable

Interest is included in incoming resources when receivable by the company.

d) **Expenditure and Irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on activities in furtherance of the charity's activities represent the costs of canpaigning and capacity building in all matters concerning the inclusion of special needs children into schools and colleges.

Costs of generating funds comprise the staff time in inducing trusts, foundations, local education authorities and government departments to contribute financially to the charity's work.

1 ACCOUNTING POLICIES (continued)

Resources expended are allocated to the particular activity where the cost relates directly to that activity.
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include the office costs of the charity which support the charity's activities. Support costs have been allocated on the basis set out in note 7.
Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

e) **Intangible Fixed Assets and Depreciation**
Amortisation is calculated to write off the cost of intangible fixed assets over their estimated useful lives using the following rates:
Website - 33.33% reducing balance

f) **Tangible Fixed Assets and Depreciation**
All assets costing more than £250 are capitalised and included at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:
Office Equipment - 25% reducing balance

g) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) **Creditors**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i) **Pension costs**
The charity contributed to a defined contribution pension scheme. The employer contributions made by the charity are treated as an expense and are disclosed in note 5 to the accounts.

j) **Operating leases**
The charity classifies the lease of its operational premises as an operating lease. Rental charges are charged on a straight line basis over the term of the lease.

k) **Fund accounting**
Funds held by the company are:
Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Council.
Unrestricted designated funds - these funds are unrestricted funds which the Council have earmarked for a specific purpose to help the charity achieve its charitable objects.
Restricted funds - these are funds that can only be used for particular purposes within the charitable objects of the company. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

2 PRIOR PERIOD COMPARATIVES

	2022 Unrestrict. £	2022 Restricted £	2022 Total £
INCOME:			
Donations, grants and legacies	1,045	65,183	66,228
Income from charitable activities:			
Membership fees	5,989	-	5,989
Training & consultancy fees	21,167	-	21,167
Sales	270	-	270
Access to work	9,123	-	9,123
Production of 'Inclusion Now'	-	-	-
	36,549	-	36,549
Investment income (Bank interest)	27	-	27
Total Income	37,621	65,183	102,804
EXPENDITURE:			
Expenditure on charitable activities			
Capacity building and campaigning	31,074	131,105	162,179
Total expenditure	31,074	131,105	162,179
Net income/(expenditure)	6,547	(65,922)	(59,375)
Transfers between funds	0	0	-
Net movement in funds	6,547	(65,922)	(59,375)

3 DONATIONS, GRANTS AND LEGACIES

	Unrestrict. £	Restricted £	Total 2023 £	2022 £
City Bridge Trust	-	-	-	55,300
Centre for Knowledge	-	-	-	4,000
Disability Action (NET)	-	-	-	5,883
Paul Hamlyn Foundation	-	30,000	30,000	-
Network for Social Change	18,755	-	18,755	-
Donations	311	-	311	1,045
	19,066	30,000	49,066	66,228

4 TOTAL EXPENDITURE

	Staff costs £	Direct & project costs £	Support costs £	2023 £	2022 £
Capacity building and campaigning	133,756	17,679	13,411	164,846	162,179

5 STAFF COSTS

	2023 £	2022 £
Staff Salaries	119,224	111,188
Social Security Costs	8,789	5,659
Pension Contributions	3,443	3,216
Access to Work	2,152	5,901
Freelance & Agency staff	-	-
Volunteer & Secretarial expenses	149	860
	133,756	126,824

No remuneration was paid to the trustees. The trustees incurred £nil of expenses during the year (2021: £nil). No employees earned over £60,000 (2021: nil). The average number of employees during the year was 7 (2022 - 7). The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £31,101 (2021: £29,911).

6 DIRECT COSTS & PROJECT COSTS

	2023 £	2022 £
Access Costs	1,747	4,331
Staff Training and Expenses	4,108	2,036
Events & Conferences	2,934	1,416
Audit, bookkeeping, and professional fees	5,665	5,037
Training & Consultancy	2,795	4,723
Marketing & Publicity	429	305
	17,679	17,848

7 SUPPORT COSTS

	2023 £	2022 £
Premises Costs	6,341	8,177
IT Support	936	2,555
Office Equipment	404	1,503
Insurance	338	527
Post, Printing and Stationery	2,070	1,387
Telephone and Fax	2,520	1,205
Software and Minor equipment	55	131
Publications and Subscriptions	204	1,392
Bank Charges	103	127
Depreciation	238	203
Amortisation	203	300
	13,411	17,507

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2023	2022
	£	£
This is stated after charging:		
Independent examiner's fees:		
Independent examination	1,750	1,680
Accountancy	1,250	1,257
Staff training	-	1,800
Depreciation and amortisation	441	502
	1,691	1,759

9 TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 INTANGIBLE FIXED ASSETS

	Website
	£
Cost	
01-Apr-22 and at 31-Mar-23	4,578
Amortisation	
01-Apr-22	3,969
Charge for the year	203
31-Mar-23	4,172
Net Book Value	
31-Mar-23	406
31-Mar-22	609

11 TANGIBLE FIXED ASSETS

	Office Equipment
	£
Cost	
01-Apr-22	9,083
Additions	355
31-Mar-23	9,438
Depreciation	
01-Apr-22	8,477
Charge for the year	238
31-Mar-23	8,715
Net Book Value	
31-Mar-23	723
31-Mar-22	606

12 DEBTORS

	2023	2022
	£	£
Trade debtors	4,450	3,695
Prepayments & accrued income	3,422	2,553
	7,872	6,248

13 CREDITORS	2023 £	2022 £
Other creditors & accruals	7,873	7,002
Deferred income	18,700	30,000
Other taxation and social security	2,706	1,811
	29,279	38,813

14 OPERATING LEASES

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Less than one year	9,338	9,338

15 RESTRICTED RESERVES

	Bal 01/04/22 £	Income £	Expend. £	Transfers £	31/03/2023 £
Centre for Knowledge	2,790			-	2,790
Paul Hamlyn Foundation		30,000	(18,131)		11,869
DSA Quality Assurance Group	47,136		(47,136)	-	-
	49,926	30,000	(65,267)	-	14,659

Paul Hamlyn Foundation
A grant to fund Our Voice Youth project.
Disabled Student Allowance Quality Assurance Group
The donation of £80,000 will be managed as restriceted funds and used for the purpose of "Higher Education disabled students or for prospective Higher Education disabled students".
Centre for Knowledge
Received £4,000 from Centre for Knowledge Equity to support ALLFIE's race and intersectionality work on education.

16 UNRESTRICTED RESERVES

	Bal 01/04/22	Income	Expend.	Transfers	31/03/2023
	£	£	£	£	£
Designated Funds					
Training and consulting	15,673	-	-	-	15,673
Unrestricted General Reserves	84,007	57,455	(99,579)	-	41,883
	99,680	57,455	(99,579)	-	57,556

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund	Designated Fund	Restricted Funds	Total Funds
	£	£	£	£
Intangible fixed assets	406	-	-	406
Tangible fixed assets	723	-	-	723
Cash at bank and in hand	62,161	15,673	14,659	92,493
Other net current assets/(liabilities)	(21,407)	-	-	(21,407)
	41,883	15,673	14,659	72,215

18 RELATED PARTY TRANSACTIONS

There are no related party transactions that require disclosure in the accounts.

Independent examiner's report to the Council Members ('the trustees') of Alliance for Inclusive Education (Limited by guarantee) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed:
Name: Mark Pooley FCA
(Listed Body: Institute of Chartered Accountants in England & Wales)
Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ
Date: 18/12/23

ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales - Charity number 1124424

Accounts



Alliance For Inclusive Education
(a charitable company limited by guarantee)

Report and Financial Statements
for the year ending 31st March 2022

Company number 5988026
Charity number 1124424

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2022

Contents

Chair's Report ____ 3

Director's report ____ 4

ALLFIE'S WORK IN 2021/2022: Impact Report ____ 7

ANNEX 1: REPORT OF THE COUNCIL ____ 12

ANNEX 2: FINANCIAL REPORT 2021/2022 ____ 18

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2022

Chair's Report

Welcome to ALLFIE's Annual Report, for the year 2021-2022.

To say it has been an extraordinary year would be an understatement! Throughout this year the COVID-19 pandemic continued to disproportionately affect the lives of Disabled learners, and those labelled as having Special Educational Needs. ALLFIE has adapted accordingly. Mindful of developing online opportunities, we increased our digital and social media presence during global lockdowns, which affected education in an unprecedented way. At the same time, we updated working practices to challenge inaccessible online platforms and the barriers to education caused by digital exclusion.

Throughout this period, ALLFIE has resolutely called out organisations, which claim to promote inclusive education but do or say very little to advance this agenda. We have continued working with many other grassroots organisations, to develop our intersectional work. Structurally, we have altered our Board meeting format to introduce a more strategic focus, enabling us to explore organisational issues, values, ethics, and new areas of work. On an operational level, we downsized our office, utilising the space to effectively introduce hybrid methods of working.

Here is a snapshot of the past year:

- ALLFIE met with political representatives to speak out and highlight the discriminatory barriers Disabled people face and their experiences within an increasing segregated state education system
- Home learning has increased, as has the use of physical restraints in schools and for individuals attending segregated settings
- ALLFIE's Annual Conference was on the 40 years of the 1981 Education Act
- ALLFIE secured funding to work with other Disabled People's Organisations to develop their capacity to campaign for Inclusive Education and advance our Strategic Plan. ALLFIE has also secured other funding.

As ever, I want to acknowledge the continued dedication to ALLFIE; from our staff, our Director, fellow Trustees, funders and members. You have remained resolute in enabling our campaign to end educational segregation. I would like to take this opportunity to thank Mike Lambert and Miro Griffiths for their support as Trustees on the Board.

Inclusive education is a social justice issue. Amidst educational fragmentation, political turmoil, growing inequalities, and increasing global uncertainty, ALLFIE's campaign work is ever more important. We will continue to campaign for a fair, socially just, culturally responsive, and accessible educational system that is inclusive.

Navin Kikabhai
ALLFIE Chairperson

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2022

Director's report

Throughout the challenges of the COVID-19 pandemic and other political fiascos, our members, volunteers, staff, trustees, funders, and supporters have remained dedicated to ALLFIE's campaign - for inclusive education within mainstream settings to be recognised for all Disabled people as a social justice issue and a human right.

2021-2022 was another year of uncertainty, in which inclusive education failings were exacerbated by the COVID-19 pandemic. Disablism and ableism remained present in lockdown rules and continued way longer than any of us could have expected. The UK Government's plans and practices reduced Disabled people to objects - "othered" and disposable. Throughout the pandemic, we repeatedly experienced the Government's choice to erase our existence. The restrictions and limits imposed resulted in more Disabled people being pushed out of public view. Often there were no solutions, resulting in increased intersectional injustice, and the continual dismissal of Disabled people's concerns. The impact on our educational rights was devastating.

ALLFIE remains committed to delivering our 5-year strategic plan. We continue to be the only UK national Disabled People's Organisation campaigning for the abolishment of segregated education, and equality in education for all Disabled people. We have kept our promise to focus on issues around deepening intersectionality and strengthening young people's involvement and improving ALLFIE's sustainability. This has resulted in positive all-round results for ALLFIE over the past year.

ALLFIE knows that we cannot deliver on our campaign for justice in education alone. This work is difficult and emotionally draining and we want justice solutions. To do this work requires maintaining supportive communities and networks, alongside obtaining longer term resources.

Thank you for your continued support and solidarity.

It gives me great pleasure to share our work highlights for 2021-2022.

In solidarity,
Michelle Daley
ALLFIE Director

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2022

1. **COVID-19**
   Through a critical investigative approach, ALLFIE's COVID-19 campaign work revealed the extent to which measuring human worth and value became increasingly problematic for Disabled people. This was particularly true for those labelled with complex support needs, including Disabled people from racially minoritized and marginalised communities. Our work also illustrated that Disabled people's demand for 'reasonable adjustments' and support was often viewed as an inconvenience rather than a disability justice issue. We will continue keeping a close watch on the changes to COVID-19 rules and their effects on education.

2. **Campaigns**
   Our campaign work included:
   - Providing evidence to the United Nations Convention on the Rights of Disabled People (UNCRPD) shadow report
   - Highlighting the failings of the Government's National Disability Strategy
   - Making recommendations to improve education policy
   - Working with Disability Rights UK, Inclusion London and Liberty, including around The Coronavirus Act 2020.

3. **Digital inclusion vs exclusion**
   ALLFIE adopted positive changes which emerged during the pandemic and opened doors to education for Disabled people, especially in relation to technology. However, digital exclusion remains an issue, making education not universally accessible for example, with online applications. We remain concerned that technology could be used as another way to remove Disabled people labelled with complex needs and challenging behaviours from education, rather than dismantling ableism and other injustices within the education system.

4. **SEND Review**
   After a long wait, the Government's SEND Review was published in March 2022. 'SEND review: right support, right place, right time' was initially made available in standard format only, so was inaccessible to many people. Through pressure from Disabled People's Organisations and supporters, the deadline was extended to June 2022 and the SEND review was made available in alternative formats, including Easy Read. ALLFIE committed to consulting with our members and supporters to gather evidence for our consultation response.

5. **Inclusion Now magazine**
   Our *Inclusion Now* magazine moved online which helped reach a wider audience. Interviews by Sir Steve McQueen (Director of *Education* film), Judy Heumann (featured in *Crip Camp*) and Baroness Tanni Grey-Thompson were featured.

6. **Capacity Building projects**
   Our capacity building programme resourced building skills of Disabled People's Organisations and Disabled people through our webinars, training events, materials and a report.

7. **Young people's projects**
   We started the Our Voice programme to bring Young Disabled people together during COVID-19 to create campaign resources.

8. **Funding**
   We have ended the financial year 2021/2022 with net current assets of £148,391 providing us with the confidence for the journey ahead to deliver on our plan.

ALLFIE'S WORK IN 2021/2022: Impact Report

Thank you for your impact!

There is still lots of work to be done to change the dial and achieve social justice in education for all Disabled people across the UK. Looking ahead we are moving in the right direction: embedding an intersectional approach, supporting Young people's participation and improving engagement across our communications platforms so that more people get involved in our campaigns. Our strategy provides us with a clear direction, a long-term view, and an ambition for the future.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK. ALLFIE aims to uphold and achieve the right to the education and inclusion of all learners within fully resourced, mainstream educational settings.

Our main activity continues to be lobbying for changes to legislation, policy and practice that discriminates against Disabled learners and prevents inclusion, including for those with SEN labels. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing, fundraising for the core budget, and engaging in new projects.

Objectives for the years 2020 – 2025

1. Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all.
2. Promote a wider understanding of the benefits of inclusive education for all.
3. Build the capacity of the inclusive education movement to become a more effective voice of influence.
4. Ensure the maximum effectiveness of ALLFIE and its future sustainability.

ACHIEVEMENTS AND PERFORMANCE 2021/22

Key Objective 1: Promote a wider understanding of the benefits of inclusive education for all

Through our communications work, we have focused on developing better ways to promote understanding of inclusive education in mainstream settings, as a human right for all Disabled people. We have developed practice to centre on the lived experiences of Disabled people from different backgrounds and communities. We thank 'Our Voice', Young people, Melody Powell, Disabled Black Lives Matter, and Catherine Bebbington (ALLFIE's Communications Officer), for positively influencing ALLFIE's work.

During the year we used various platforms to promote our work. ALLFIE have:

- Presented ten public engagements, including conferences, which enabled us to reach more than 1,000 people. This includes speaking at:
  - Public Policy Exchange on Improving Disability Services in the UK
  - Conference of Equals, hosted by Centre for Knowledge Equity
  - The Reykjavik Dialogue Conference
- Reported six times in national media, including on LBC radio and Disability News Service, and issued a press briefing in response to the Government's National Disability Strategy
- Collaborated with Disabled People's Organisations and other organisations such as Disability Rights UK, Inclusion London, Disabled People's Forum, Reclaiming Our Futures Alliance. This included on the National Disability Strategy, Reporting of the UNCRPD and the Coronavirus Act 2020
- Engaged with the three main political parties and held 12 meetings with MPs, to raise concerns on remote learning. This included: Lord Knight, Daisy Cooper MP, Olivia Blake MP (Chair, APPG SEND), Kate Green MP (Shadow Secretary for Education), and Tulip Siddiq MP
- Continued to develop our Email subscription list to connect with members and supporters, including via regular newsletters and campaign updates. Our mailouts were read over 5,000 times, including inclusive education newsletters for spring, summer, autumn and winter
- Increased content across social media platforms, including publishing eleven videos on our YouTube channel
- Received international interest from Austria, Iceland and Saint John's University in Minnesota.

Key Objective 2: Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all

Throughout the COVID-19 pandemic, ALLFIE continued to adapt ways of operating in a restricted environment to influence our position. Our work centred on responding to COVID-19 legislative changes, Parliamentary inquiries and collaborating with Disabled People's Organisations. When the Government released their National Disability Strategy, ALLFIE was quick to respond and report the failings around ableism, intersectional injustices, and the rise in segregated schools and colleges. Thanks to the work of our Campaigns and Policy Officer, Simone Aspis, we successfully lobbied MPs to meet us, and created resources that shone a spotlight on issues such as the failings of the National Disability Strategy: We were also able to invite political figures to contribute articles in ALLFIE's Inclusion Now magazine. ALLFIE have:

- Published COVID-19 campaign briefings, including:
  -'Restoring Disabled People's Rights: Coronavirus 'Protect Everyone Bill'. ALLFIE's response to the UK Government's recovery 'roadmap', the 'Protect Everyone' Bill, plus, a call to action
- Campaigned for inclusive education ahead of the 2021 GLA and Mayoral elections, including:
  - Published a London Mayoral elections inclusive education briefing
  - Launched a Mayoral Manifesto, alongside Inclusion London, outlining Disabled Londoners' 'asks' for the next Mayor and Greater London Authority
- Produced a survey and submission to the Department for Education on reforms to the university admissions system.
- Worked jointly with Disability Rights UK, Inclusion London and Liberty on producing lobbying materials around the Coronavirus Act 2020 debate (ALLFIE focused on education)
- Hosted four consultation events to gather evidence for the writing of a shadow report on the UNCRPD.
- Raised concerns about the report 'EHRC restraints in School inquiry', which does nothing to call for an end to this abusive practice.

Key Objective 3: Build the capacity of the inclusive education movement to become a more effective voice of influence

The challenges of COVID-19 made it tough for ALLFIE to deliver on some of our programmes. However, thanks to our Digital Support Officer, Saifur Valli, we have been able to improve our online platforms to better engage Disabled People's Organisations (DPOs) and Disabled people in our activities. We hosted events which connected parents, DPOs, Local Authorities, Youth services and Education services. We also learnt from the work of Our Capacity Building Development Worker, Justine Jones and 'Our Voice' Officer, Armineh Soorenian, that building capacity is intersecting and layered, and it is not a one-off effort. It is the infrastructural basis for liberated change. Here are some examples of different activities that ALLFIE delivered:

- We set up the 'Our Voice' project to bring Young Disabled people together during COVID-19 to get involved in ALLFIE's COVID-19 campaigns
- We published the Inclusion Champions Project report titled: 'Inclusive Education, Disabled People's Organisations and Capacity Building for Change'. This report provides some reflections from an Inclusion Champions Project funded by the City Bridge Trust.
- We hosted our annual conference to mark 50 years of the Education Act which included 6 speeches:
  - ALLFIE Founder, Micheline Mason: '40 years SEND Framework campaigning'
  - Tony Booth: 'Index for Inclusion'
  - Jessica Starns: '50 years since Handicapped Children Act'
  - Melody Powell: 'Young people reflect-SEND framework'
  - Navin Kikabhai: '40 years – what is the future?'
  - Philip Graham, Warnock Committee member: 'Warnock Report Committee'
- We published 11 videos which received 1657 views.
  The series of videos includes:
  - Black Disabled activists: Continuing with activism
  BDLM on Black Activists for Black History month received 321 views
  - Tara Flood on their involvement in writing of the UNCRPD, Article 24
  Previous Director, Tara Flood on the writing on UN CRPD (Article. 24 on inclusive education) received 212 views
  - Tony Booth Index on Inclusion received 662 views
- We produced 25 publications including:
  - Three Inclusion Now magazines
  - COVID-19 Inclusive Education guide
  - Articles, blog posts and reviews
- We delivered and contributed to 32 workshops which included:
  - Equality and Human Rights Commission training on the EHRC Tracker tool
  - 5 in-person training sessions
  - Our Voice webinar: Disabled Lives, Young Voices | Our Voice Panel
  - British Institute on Human Rights on Human Rights training
- We also presented 18 speeches (an increase from the previous year).
- Our website homepage received 99,581 visits and we also saw continued increase on areas of the website, for example a 19.5% increase on our 'What is Inclusive Education?' definition.
- We were also able to increase our website engagement via direct contact with members and supporters, via regular email circulations. This includes 5,000+ people who engaged with our bi-monthly newsletter, linked to articles, booked events, and responded to campaign calls for action.

Key Objective 4: Ensure maximum effectiveness of ALLFIE and its future sustainability

As the COVID-19 pandemic continued to dominate our headlines, A LLFIE remained cautious. We built on lessons learned from the previous year and focused on building fundraising skills and growing relationships to drive forward our strategy. Our Governance & Support Officer, Gelila Tekle-Mariam and Finance Officer, Dora Lam, computerised our finance to improve our efficiency and accessibility. They play a significant role in implementing measures around our governance and system controls.

We have secured £87,395 through consultancy, grants, donations and public speaking. Our income from grants is £65,183. We secured a total of £90,000 of grant funding for the Youth Project for three years from the year 2022/2023 (£30,000 each year).

Future Developments

Thanks to Trust for London, Esmée Fairburn Foundation, Paul Hamlyn Foundation, Runnymede Foundation and Network for Social Change for supporting ALLFIE's work. Our goals for the year 2022/2023 include:

- Capacity building, drawing on intersecting issues around poverty.
- Expanding ALLFIE's 'Our Voice' project to increase the presence of Young People.
- Undertake research to strengthen arguments and support our policy work.
- Set up a inclusive education coalition and to form a disabled youth parliament group.
- Deepen intersectionality work through evidence-based research focused on black and racially minoritized Disabled children and Young people, to support our capacity building and campaigns work.
- Set up a steering group to respond to the Government SEND review.
- Improve our website, a proven effective tool for engaging with our audience.
- Build new relationships with organisations interested in supporting ALLFIE's values.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2022

ANNEX 1: REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ending 31st March 2022. This report also constitutes a Directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act. (clarify)

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, 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) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit

The Charities Commission in its 'Charities and Public Benefit' guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Financial Review

The financial statements show that ALLFIE had net expenditure for the year of £59,375. On the 31st March 2022 the charity had total funds of £149,606, of which £49,926 were restricted funds and £99,680 unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources

For the year 2021/2022 ALLFIE's work received support from City Bridge Trust, Esmée Fairburn Foundation, Disability Action NET, Centre for Knowledge Equity and Disabled Student Allowance Quality Assurance Group (DSA QAG).

We are continuing to build capacity and skills to support our fundraising to secure longer term funding and create sustainability for ALLFIE's work so that we can continue to work towards social justice and change in the law for inclusive education within mainstream settings for all Disabled people.

Risk Management
The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy
ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the 'Reserves Policy' to hold unrestricted free reserves (unrestricted reserves that are not designated held as net current assets) equivalent to between four- and six-months' total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period. Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants.

Based on 2021/22 expenditure gives a free reserve target of between £54,000 and £81,000. At £82,792, the unrestricted free reserves are on target.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees
We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-disabled staff and Trustees at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training
As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which

includes an audit skill check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Director. The current Director is Michelle Daley.

The Alliance for Inclusive Education staff 2021-22 are:

Michelle Daley, Director
Janet Mearns, Finance Officer, resigned on Jun 2021
Dora Lam, Finance Officer, appointed on Jun 21
Gelila Tekle-Mariam, Governance Support Officer
Simone Aspis, Campaigns & Policy Co-ordinator
Justine Jones, Inclusion Champions Development Worker, resigned on Jan 22
Melody Powell, Inclusion Champions Development Worker, appointed on Nov 21
Catherine Bebbington, Communications Officer
Armineh Soorenian, 'Our Voice' Project Co-Ordinator, resigned Nov 2021
Saifur Valli, Operations and Digital Officer

Volunteers

This year ALLFIE's work has been supported by 16 volunteers who are working with us on different areas of our capacity building and campaigns work.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff to individuals in public office. ALLFIE is a national organisation and works in partnership on decision and policy makers, developing resources, transforming attitudes and disseminating knowledge.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

Our Seven Principles

- Diversity enriches and strengthens all communities.
- All learners' different learning styles and achievements are equally valued, respected and celebrated by society.
- All learners are enabled to fulfil their potential by taking into account individual requirements and needs.
- Support is guaranteed and fully resourced across the whole learning experience.
- All learners need friendship and support from people their own age.
- All children and young people are educated together as equals in their local communities.
- Inclusive education is incompatible with segregated provision both within and outside mainstream education.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name
Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address
336 Brixton Road
London
SW9 7AA

Bankers
Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

Director
Michelle Daley

Council Members
Navin Kikabhai (Chair)
Sarifa Patel (Vice Chair)
Shamim Ali (Treasurer)
Joe Whittaker
Miro Griffiths, resigned on 09.03.22
Mike Lambert, resigned on 09.03.22
Anthony Ford
Sophia Anna Kleanthous, appointed on 24.11.21
Tasnim Hassan, appointed on 24.11.21

Independent Examiner
Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our independent examiner
In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 01 November 2022 and signed on its behalf by:

Navin Kikabhai, Chair

Date: 14 Nov 22'

ALLIANCE FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2022

	Note	2022 £ Unrestricted	2022 £ Restricted	2022 £ Total	2021 £ Total
INCOME AND EXPENDITURE					
INCOME:					
Donations, grants and legacies	3	1,045	65,183	66,228	212,353
Income from charitable activities:					
Membership fees		5,989	-	5,989	4,299
Training & consultancy fees		21,167	-	21,167	7,485
Sales		270	-	270	-
Access to work		9,123	-	9,123	1,844
		36,549	-	36,549	13,628
Investment income (bank interest)		27	-	27	56
Other income		-	-	-	-
Total Income		37,621	65,183	102,804	226,037
EXPENDITURE:					
Expenditure on charitable activities					
Capacity building and campaigning		31,074	131,105	162,179	207,918
Total expenditure	4	31,074	131,105	162,179	207,918
Net income/(expenditure)		6,547	(65,922)	(59,375)	18,119
Transfers between funds		-	-	-	-
Net movement in funds		6,547	(65,922)	(59,375)	18,119
Reconciliation of funds:					
Total funds brought forward		93,133	115,848	208,981	190,862
Total funds carried forward		99,680	49,926	149,606	208,981

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Intangible assets	10	609	909
Tangible assets	11	606	808
		1,215	1,717
CURRENT ASSETS			
Debtors	12	6,248	7,818
Cash at bank and in hand		180,956	208,244
		187,204	216,062
CREDITORS			
Amount falling due within one year			
Creditors/accruals	13	(8,813)	(8,798)
Deferred grants		(30,000)	0
		(38,813)	(8,798)
NET CURRENT ASSETS		148,391	207,264
NET ASSETS		149,606	208,981
THE FUNDS OF THE CHARITY:			
Restricted reserves	15	49,926	115,848
Unrestricted reserves	16	99,680	93,133
TOTAL CHARITY FUNDS		149,606	208,981

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act; and

(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year in accordance with the requirements of section 226; and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

They were approved by the Council on 01 November 2022.
and signed on their behalf by;

Navin Kikabhai - TRUSTEE

14/11/22

Company No.5988026

The annexed notes form part of these financial statements

ALLIANCE FOR INCLUSIVE EDUCATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2022

	Total funds 2022 £	Total funds 2021 £
Cash used in operating activities	(27,288)	381
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	-	-
Increase/(decrease) in cash & cash equivalents	(27,288)	381
Cash & cash equivalents at beginning of year	208,244	207,863
Cash & cash equivalents at end of year	180,956	208,244

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(59,375)	18,120
Adjustments for:		
Depreciation charges	502	717
(Increase)/decrease in debtors	1,570	(7,068)
Increase/(decrease) in creditors	30,015	(11,388)
	(27,288)	381

1 ACCOUNTING POLICIES

a) **Basis of Preparation of Financial Statements**

The financial statements have been prepared 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Alliance for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

b) **Preparation of the Accounts on a Going Concern Basis**

At 31 March 2022, the charity had total funds of £179,606 (2021 - £208,981). Restricted funds amounted to £79,926 (2021 - £115,848). The free reserves of the charity totalled £98,465. The target for free reserves is to hold between 4 to 6 months of expenditure, which currently equates to around £54,000 to £81,000).

The charity has prepared a budget for the year ended 31 March 2023 which shows a break even position for 2022/23.

The trustees therefore have a reasonable expectation that the charity will be in operation 12 months from the date of approval of these accounts and that the charity remains a going concern.

c) **Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants and donations

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and

ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Charitable trading activities

Income from charitable trading activities is included in the period in which the company is entitled to receipt.

Interest receivable

Interest is included in incoming resources when receivable by the company.

d) **Expenditure and Irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on activities in furtherance of the charity's activities represent the costs of canpaigning and capacity building in all matters concerning the inclusion of special needs children into schools and colleges.

Costs of generating funds comprise the staff time in inducing trusts, foundations, local education authorities and government departments to contribute financially to the charity's work.

1 ACCOUNTING POLICIES (continued)

Resources expended are allocated to the particular activity where the cost relates directly to that activity.
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include the office costs of the charity which support the charity's activities. Support costs have been allocated on the basis set out in note 7.
Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

e) **Intangible Fixed Assets and Depreciation**
Amortisation is calculated to write off the cost of intangible fixed assets over their estimated useful lives using the following rates:
Website - 33.33% reducing balance

f) **Tangible Fixed Assets and Depreciation**
All assets costing more than £250 are capitalised and included at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:
Office Equipment - 25% reducing balance

g) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) **Creditors**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i) **Pension costs**
The charity contributed to a defined contribution pension scheme. The employer contributions made by the charity are treated as an expense and are disclosed in note 5 to the accounts.

j) **Operating leases**
The charity classifies the lease of its operational premises as an operating lease. Rental charges are charged on a straight line basis over the term of the lease.

k) **Fund accounting**
Funds held by the company are:
Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Council.
Unrestricted designated funds - these funds are unrestricted funds which the Council have earmarked for a specific purpose to help the charity achieve its charitable objects.
Restricted funds - these are funds that can only be used for particular purposes within the charitable objects of the company. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

2 PRIOR PERIOD COMPARATIVES

	2021 Unrestrict. £	2021 Restricted £	2021 Total £
INCOME:			
Donations, grants and legacies	2,311	210,042	212,353
Income from charitable activities:			
Membership fees	4,299	-	4,299
Training & consultancy fees	7,485	-	7,485
Sales	-	-	-
Access to work	1,844	-	1,844
Production of 'Inclusion Now'	-	-	-
	13,628	-	13,628
Investment income (Bank interest)	56	-	56
Other income	-	-	-
Total Income	15,995	210,042	226,037
EXPENDITURE:			
Expenditure on charitable activities			
Capacity building and campaigning	6,267	201,651	207,918
Total expenditure	6,267	201,651	207,918
Net income/(expenditure)	9,728	8,391	18,119
Transfers between funds	0	0	-
Net movement in funds	9,728	8,391	18,119

3 DONATIONS, GRANTS AND LEGACIES

	Unrestrict. £	Restricted £	Total 2022 £	2021 £
City Bridge Trust	-	55,300	55,300	54,400
City Bridge Trust Additional	-	-	-	13,600
Centre for Knowledge	-	4,000	4,000	-
Esmée Fairbairn	-	-	-	50,000
Esmée Fairbairn Additional	-	-	-	25,000
The National Lottery Community Fund (NLCF)	-	-	-	47,934
The London Community Foundation (COVID-19)	-	-	-	9,992
Disability Action (NET)	-	5,883	5,883	9,116
Donations	1,045	-	1,045	2,311
	1,045	65,183	66,228	212,353

4 TOTAL EXPENDITURE	Staff costs £	Direct & project costs £	Support costs £	2022 £	2021 £
Capacity building and campaigning	126,824	17,848	17,507	162,179	207,918

5 STAFF COSTS	2022 £	2021 £
Staff Salaries	111,188	106,672
Social Security Costs	5,659	3,869
Pension Contributions	3,216	8,072
Access to Work	5,901	7,073
Freelance & Agency staff	-	-
Volunteer & Secretarial expenses	860	115
	126,824	125,801

No remuneration was paid to the trustees. The trustees incurred £nil of expenses during the year (2021: £nil). No employees earned over £60,000 (2021: nil). The average number of employees during the year was 7 (2021 - 7). The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £29,911 (2021: £30,723).

6 DIRECT COSTS & PROJECT COSTS	2022 £	2021 £
Access Costs	4,331	3,337
Staff Training and Expenses	2,036	3,049
Events & Conferences	1,416	1,561
Audit, bookkeeping, and professional fees	5,037	6,816
Training & Consultancy	4,723	45,568
Marketing & Publicity	305	-
	17,848	60,331

7 SUPPORT COSTS	2022 £	2021 £
Premises Costs	8,177	9,022
IT Support	2,555	4,560
Office Equipment	1,503	2,013
Insurance	527	826
Post, Printing and Stationery	1,387	1,357
Telephone and Fax	1,205	758
Software and Minor equipment	131	1,142
Publications and Subscriptions	1,392	1,285
Bank Charges	127	105
Depreciation	203	270
Amortisation	300	448
	17,507	21,786

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2022 £	2021 £
This is stated after charging:		
Independent examiner's fees:		
Independent examination	1,680	1,600
Accountancy	1,257	5,216
Staff training	1,800	-
Depreciation and amortisation	502	718
	1,759	5,934

9 TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 INTANGIBLE FIXED ASSETS

	Website £
Cost	
01-Apr-21 and at 31-Mar-22	4,578
Amortisation	
01-Apr-21	3,669
Charge for the year	300
31-Mar-22	3,969
Net Book Value	
31-Mar-22	609
31-Mar-21	909

11 TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
01-Apr-21	9,083
Additions	-
31-Mar-22	9,083
Depreciation	
01-Apr-21	8,275
Charge for the year	202
31-Mar-22	8,477
Net Book Value	
31-Mar-22	606
31-Mar-21	808

12 DEBTORS

	2022 £	2021 £
Trade debtors	3,695	-
Prepayments & accrued income	2,553	7,818
	6,248	7,818

13 CREDITORS	2022 £	2021 £
Other creditors & accruals	7,002	6,540
Other taxation and social security	1,811	2,258
	8,813	8,798

14 OPERATING LEASES

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Less than one year	9,338	9,338

15 RESTRICTED RESERVES

	Bal 01/04/21 £	Income £	Expend. £	Transfers £	31/03/2022 £
City Bridge Trust	-	55,300	(55,300)	-	-
City Bridge Trust Additional	13,600	-	(13,600)	-	-
Center for Knowledge	-	4,000	(1,210)	-	2,790
Esmée Fairbairn Additional	25,000	-	(25,000)	-	-
DSA Quality Assurance Group	75,568	-	(28,432)	-	47,136
Disability Action (NET)	1,680	5,883	(7,563)	-	-
	115,848	65,183	(131,105)	-	49,926

City Bridge Trust
This is a capacity building project funded by City Bridge Trust - the "DPO as Inclusion Champions". This project will strengthen the voice, advocacy and representation skills of Disabled Person-led Organisations (DPO) and enable them to support young disabled people (YDP) and their families who want to be better included in schools/colleges and their communities. ALLFIE will support London based DPOs to build relationships between YDP/families to overcome existing barriers and find solutions together, resulting in greater levels of inclusivity.

City Bridge Trust Additional
A one-off additional grant to help in the wake of COVID-19.

Esmée Fairbairn Additional
A one-off additional grant to help in the wake of COVID-19.

Disabled Student Allowance Quality Assurance Group
The donation of £80,000 will be managed as restriceted funds and used for the purpose of "Higher Education disabled students or for prospective Higher Education disabled students".

Disability Action (NET)
A project to create a COVID-19 national participation project titled "Our Voice" that enables Young people to have a say and to address the isolation and intersectional exclusion of Young people (aged 16 - 25) during the pandemic. The 'Our Voice' project will build the power of Disabled Young people and amplify their voices to support ALLFIE's campaign "Educate Don't Segregate" and "We Know Inclusion Works" during this pandemic.

16 UNRESTRICTED RESERVES

	Bal 01/04/21	Income	Expend.	Transfers	31/03/2022
	£	£	£	£	£
Designated Funds					
Training and consulting	-	17,473	(1,800)	-	15,673
Unrestricted General Reserves	93,133	20,148	(29,274)	0	84,007
	93,133	37,621	(31,074)	0	99,680

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund	Designated Fund	Restricted Funds	Total Funds
	£	£	£	£
Intangible fixed assets	609	-	-	609
Tangible fixed assets	606	-	-	606
Cash at bank and in hand	85,357	15,673	79,926	180,956
Other net current assets/(liabilities)	(2,565)	-	(30,000)	(32,565)
	84,007	15,673	49,926	149,606

18 RELATED PARTY TRANSACTIONS

There are no related party transactions that require disclosure in the accounts.

Independent examiner's report to the Council Members ('the trustees') of Alliance for Inclusive Education (Limited by guarantee) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed:
Name: Mark Pooley FCA
(Listed Body: Institute of Chartered Accountants in England & Wales)
Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ
Date: 13/12/2022

ALLIANCE FOR INCLUSIVE EDUCATION

England & Wales - Charity number 1124424

Accounts



Alliance For Inclusive Education (a charitable company limited by guarantee)

Report and Financial Statements
for the year ended 31 March 2021

Company number 5988026
Charity number 1124424

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2021

Contents

Chair's Report _____ 3

Director's report _____ 5

ALLFIE'S WORK IN 2020/21: Impact Report _____ 8

ANNEX 1: REPORT OF THE COUNCIL _____ 13

ANNEX 2: FINANCIAL STATEMENTS 2020/21 _____ 19

Independent Examiner's Report 27

Chair's Report

Welcome to another annual review, and what a year it has been! Who would have thought we would have witnessed such major changes and emerging concerns? That we would be responding to a global pandemic, alongside rising racial tensions following the murder of numerous Black individuals, including George Floyd, galvanising the anti-racist movement around the world in a series of protests.

The UK government's response to the emergence of COVID-19 has been neglectful and devasting for Disabled people, leaving many abandoned and ignored. Disabled students at every level have struggled to assert their fundamental right to education. Schools, colleges, universities, councils, and Local Authorities have been complicit in the discrimination experienced by Disabled learners. Government policy has increasingly followed pro-segregationist and pro-market agendas, and even higher education provision now falls under the Consumer Rights Act 2015.

Given this context, a major challenge for ALLFIE's Board of Trustees during the pandemic and national lockdowns, has been enabling staff to work flexibly whilst continuing ALLFIE's important work. This year saw ALLFIE staff working from home, attending meetings remotely, delivering training online, and engaging in webinars and all things virtual. Amidst this hostile environment, we continued to network with allies and make connections with like-minded organisations. We also secured funding and grants for specific areas of work and renewed our strategic plan with new ideas and possibilities.

As usual there are too many activities to highlight in this brief report. However, an amazing milestone was ALLFIE's 30th birthday celebration. Our 30-year anniversary enabled us to reflect on our work influencing education policy and practice, and reconnect with many individuals we've supported, worked with, and learnt from. During the three-decade-long campaign for inclusion our unwavering call to action, to end segregated education, has remained and we have campaigned for successive governments to implement a fully developed and resourced inclusive education system. We were also prompted to consider future challenges and recognise that ALLFIE is as important now than in its past.

Another significant development has been the creation of ALLFIE's Disabled Black Lives Matter group, which has raised important critical questions about the effects of intersecting experiences that are often overlooked.

I would like to take this opportunity to acknowledge the continued dedication of ALLFIE staff, trustees, Director, volunteers, funders and members, who have been instrumental in enabling our work to end educational segregation of Disabled learners and those identified as having Special Educational Needs (SEND). I wanted to acknowledge the contribution of Mohammed Mohsan, who resigned as trustee this year and welcome new co-opted trustees Sophia Kleanthous and Tasnim Hassan.

Alliance For Inclusive Education
REPORT OF THE COUNCIL FOR THE YEAR ENDED
31st March 2021

It seems incredible that 30 years have passed since ALLFIE started this important work. Yet we continue to have much to do, campaigning for social justice and our human rights, including in line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) Article 24, on education. Sadly, the education system continues to damage many Disabled learners, and us all, because it entails multiple discriminations, that also cut across intersecting experiences. As we enter a new post-COVID and post-truth era, I am clear that ALLFIE will continue to have an important role in bringing about an end to the segregation of Disabled learners, and ensuring inclusive education becomes a reality.

Navin Kikabhai
ALLFIE Chairperson



Director's report

I begin this report by sharing my sincere gratitude to ALLFIE's Trustees, staff, volunteers, members and allies, for their commitment to our campaign and lobbying work for inclusive education, within mainstream settings, for ALL Disabled people.

During the COVID-19 pandemic the Trustees invested in adjustments to ensure staff and members could remain connected and continue to deliver our objectives. ALLFIE offered training and support to staff, to adjust to remote work and ensure their well-being.

This year brought to the public's attention deep levels of injustice and inequality across all areas of service provision, policy and practice, as well as the government's failings during the pandemic. The brutal killing of George Floyd and other abuses raised further concerns for humanity.

The pandemic exposed a multitude of inequalities and injustices experienced by Disabled people, exacerbated by implementation of emergency Covid-19 law, policy and practice, that weakened our hard-fought rights. It will be noted as one of the most difficult years within our living history. ALLFIE saw, through our work, how the government's Covid legislation eroded Disabled people's limited rights to education, and further oppressed those from already under-resourced and disadvantaged communities. We saw repeated institutional and structural disablism across all government departments:

- Disabled people died at disproportionately higher number compared to the non-disabled population from Covid
- Medical criteria for 'do not resuscitate' on patients' records
- Removal of support and provision to access education
- Frameworks and measures put in place which denied Disabled people our rights under the UN Convention on the Rights of Persons with Disabilities, including Article 24 on education
- Government public announcements without BSL interpreters

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education. It gives me great pleasure to share our work highlights for the 2020/21.

Michelle Daley
ALLFIE Director

1. COVID Campaign

Our COVID-19 work revealed serious disruptions to many Disabled children, Young people and adult's education, including:

- Lack of access to in-person support and/or assistive equipment
- Inappropriate living environments
- Inaccessible learning material
- Parents being unable to assist their child with schoolwork, for example due to their own access needs.

In response to the pandemic, ALLFIE created COVID-19 updates and resources, which have proven invaluable in assisting Disabled students, teaching professionals and parents with their enquires. We have also continued to produce campaign briefings and responses to Parliament.

2. Disabled Black Lives Matter (DBLM)

In 2020-21, ALLFIE set up the only Disabled Black Lives Matter group within a Disabled People's Organisation (DPO). This has encouraged and enabled us to address missing voices and strengthen our work on intersectionality. The group has emerged as a popular area of work, attracting new supporters to inclusive education. We have created a series of resources to help others strengthen their work on tackling intersectional oppression in Disabled people's experience.

3. Young People Projects

Disabled Young people told us that, during the pandemic, their voices have been ignored. Many experienced increased isolation and were further disadvantaged compared to their non-Disabled peers. Throughout the year, ALLFIE's project activities have supported Disabled Young people, to amplify their voice. They have:

- Taken up leadership roles, chaired groups and spoken at events
- Produced publications, blogs, articles and reports
- Delivered recommendations to shape policy and practice

We also concluded our School Accessibility Plans project report, which highlighted schools' failures to facilitate equality of access.

4. Inclusion Now Magazine

ALLFIE's Inclusion Now magazine, published 3 times a year, remains a strong feature and excellent resource for promoting good inclusive policy and practice within mainstream education settings. Now in its 57th edition, it is a unique

communications tool, highlighting important issues, shared experiences, and insights from Disabled people and their allies.

5. E-Newsletter

This year we launched a bi-monthly newsletter, which has been a popular and excellent resource for keeping members and decision makers updated about our work on a more regular basis. Over the year, ALLFIE has also noticed a subsequent increase in membership sign ups and website visitors.

6. Online Events

ALLFIE successfully hosted two joint conferences with Sister Disabled People's Organisations (DPOs) to promote Black History Month and International Women's Day. These events attracted over 300 people, and enabled us to reach a wider audience, promote our work and influence others to get involved in our campaign for inclusive education.

7. Funding

Thanks to funding from the Esmeé Fairburn Foundation, ALLFIE was able to appoint a consultant to help with the development of our 5-year strategic plan. Over the year, ALLFIE successfully secured £226,037 funding, improving our finances and helping us to deliver impactful outcomes. Our goal for 2021 - 2022 is to secure longer-term funding to help us to deliver on our strategy plan and to build stronger voices.

ALLFIE'S WORK IN 2020/21: Impact Report

Thank you for your impact!

ALLFIE remains committed to our vision for an inclusive education, to move towards an inclusive society for all. We know that our goal can only be achieved through the support and dedication of stakeholders, allies, partners, donors and funders. During the year, you have supported ALLFIE to continue to raise our profile, engage new voices and strengthen our campaign to tackle disability inequality in education.

Our Purposes and Activities

The objectives of the charity are to advance for the public benefit, irrespective of (physical, sensory, intellectual or emotional) impairment, age, gender, race, belief/religion, sexuality, social status, transgender, and any other protected characteristic, the ending of segregation of Disabled learners and those categorised as having 'special educational needs' from the mainstream education system in the UK (and the right to the education and inclusion of all learners within fully resourced mainstream educational settings).

The main activity of the charity continues to be lobbying for changes to legislation, policy and practices that discriminate against Disabled learners, including those with SEN labels, and that prevent inclusion. This involves campaigning work, capacity building with individuals and groups to create change at a grassroots level, training and information sharing work, fundraising for the core budget and engaging in new projects.

Objectives for the years 2020 – 2025

1. Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all
2. Promote a wider understanding of the benefits of inclusive education for all
3. Build the capacity of the inclusive education movement to become a more effective voice of influence
4. Ensure maximum effectiveness of ALLFIE and its future sustainability

ACHIEVEMENTS AND PERFORMANCE 2020/21

Objective 1: Promote a wider understanding of the benefits of inclusive education for all

Despite the challenges that arose during the pandemic, ALLFIE maintained our commitment to promoting wider understanding of inclusive education in mainstream settings, as a human right for all Disabled people:

- We set up a Covid-19 campaigns page (https://bit.ly/3vAGugh) to respond to enquiries and help people to advocate for their rights to inclusive, mainstream education
- We estimate that we have built the skills of 1,300 people through workshops, conferences and events
- We were present in the media six times over the course of the year, including: BBC 1Xtra Radio Talk show interview on the Disability Discrimination Act 25th anniversary; Huffington Post interview about making online learning accessible and virtual classrooms to Disabled students
- Our contributions to Parliament were recognised in a Parliamentary debate, 'Disabled Children: Accessible and Inclusive Education' Volume 685: on 9 December 2020 by Dr Lisa Cameron: https://bit.ly/3iQoGLq
- We engaged with 15 MPs, forming alliances to raise our agenda in Parliament, including Olivia Blake MP (APPG SEND Chair), Siobhain McDonagh MP, and Vicky Foxcroft MP (Shadow Minister for Disabled People)
- Internationally, we collaborated with ENIL and Leeds University to advise on the exclusion of Disabled people in the Programme for International Student Assessment (PISA) exam
- We acted, in solidarity, to support other Disabled People's Organisations (DPOs), including to challenge the government on the Disabled People's Organisations (DPOs) forum (Twitter post), which does not address systematic, institutional and structural disablism

Objective 2: Lead the lobby for change in legislation and policy to ensure inclusive education as a right for all

ALLFIE remains committed to empowering and educating the next generation, through challenging policy and decision makers. Our engagement, as disability rights activists, has been key to ensuring we use our voices as Disabled people to retain our human right to inclusive education. ALLFIE has shown solidarity with a range of movements over the course of the year. We have challenged 19 policies and made 9 submissions on education and other related issues, through our lobbying work around legislation and policy;

- The Covid-19 pandemic amplified the deep levels of injustice and inequality in our society particularly in education and the intersect across other provisions. In response to COVID-19, ALLFIE quickly reacted and accelerated our lobbying and campaigns work. We produced a series of monthly Covid-19 briefings in response to the Coronavirus Bill and Coronavirus Act, outlining the impact on mainstream education for Disabled people.

  We also submitted evidence to numerous Parliamentary bodies and inquiries:

  - SEND All Party Parliamentary Group https://bit.ly/3iT9GN0
  - Women and Equalities Committee Unequal impact? Coronavirus, disability and access to services
  - Joint Committee on Human Rights: The Government's response to COVID-19: human rights implications
  - Education Select Committee The impact of COVID-19 on education and children's services
  - We submitted a briefing to the Children's Commissioner
  - We wrote a letter to the Secretary of State for Education outlining our concerns about the proposed suspensions to the Children and Families Act
  - We made a submission on Vocational Qualifications to Ofqual
  - We worked jointly with Inclusion London on their "Restate Disabled People's Rights – Scrap the Easements" campaign.
- The Centre for Social Justice (CSJ) Disability Commission is producing a submission for the Prime Minister's National Strategy for Disabled People, and requested to reference ALLFIE's School Accessibility Plan research in their report
- We contributed to a roundtable hosted by Runnymede on UN Elimination of All forms of Racial Discrimination to ensure disability was included with the UN submission

Objective 3: Build the capacity of the inclusive education movement to become a more effective voice of influence

ALLFIE was encouraged by our 30-year anniversary and vast experience of campaigning for inclusive education within mainstream settings, to continue leading. We have built skills to become a more effective voice within the inclusive education movement. We also influenced others to amplify their voices, which in turn helped accelerate and strengthen our campaign.

- We effectively brought together virtual working, our website and social media platforms to influence voices during the Covid pandemic. We have increased our digital presence during the year. This included 169,431 visits to our website in 2019 -20, a 5.06% increase from the previous year, and 19,913 new visits to the website over the course of the year.
- We produced 35 publications (including toolkits, articles, blog posts and reviews), delivered and contributed to 27 workshops, delivered 12 speeches. New digital tools, resources and briefings published on our website proved effective in responding to visitors' enquiries, empowering people to advocate for their rights, include:
    - Remote education tool: Covid-19-campaign-providing-remote-education-for-disabled-pupils/
    - Ofqual GCSE and A-Level Grading: Inequality for Disabled Students briefing
    - Our press release went viral: 'ALLFIE outraged as Government announces plan to create more special schools'
    - ALLFIE's Director spoke at Action on Disability's 'International Day of Disabled People' event, attended by over 40 people. Michelle presented on 'Social Model of Disability - the changes that have occurred due to this and the impact that has been made in terms of right now and in the future.'
    - We published and publicised 'Making Things Happen Project' report:
- In solidarity with the Black Lives Matter movement, as a result of the brutal killing of George Floyd, we set up a Disabled Black Lives Matter (DBLM) group. We remain the only DPO within the Disabled people's movement to have an established DBLM group to tackle racism within our work and the wider movement.
- We have also supported work to address other areas of intersectionality, to amplify injustices against communities, such as LGBTQIA people and Women. Online webinar events we ran proved to be extremely well received and attended: 'Disabled Women on the Frontline' event, co-hosted in

partnership with Sisters of Frida and Inclusion London, had an attendance of 86 people and co-hosted another event with Inclusion London for Black History month, had had an attendance of 70 people.

- We produced a series of videos for our 30-year anniversary, including with ALLFIE founder Michelin Mason, to increase people's understanding and engagement in inclusive education within mainstream settings.
- Disabled Young people told us how their experiences had been erased during the pandemic. We continue to empower Young Disabled people to use their voices within the disability rights movement to influence decision-makers, support other movements, and protect their human rights. We delivered the 'Being Seen, Being Heard' project, an intergenerational project with RIPSTARs, to produce a toolkit for activism (https://bit.ly/3zCs9TN).

Objective 4: Ensure maximum effectiveness of ALLFIE and its future sustainability

ALLFIE remains committed to driving the sustainability of our future, which meets our vision of achieving inclusive education within mainstream settings, without compromising the rights of the future generation. During the year, this included:

- Delivered on our promise to increase income and generate £15,939 through consultancy, donations and public speaking.
- ALLFIE generated £210,042 income from grants, this included successful applications from City Bridge Trust, the Esmée Fairbairn Foundation, The London Community Foundation, The National Lottery Community Fund and Disability Action (National Emergency Trust (NET)).
- During the pandemic ALLFIE heavily invested in remote working, training and supporting staff to ensure that we can deliver on our goals to tackle disability injustice and inequality within education.
- **Future Developments**
  Thanks to the Esmée Fairbairn Foundation, ALLFIE was able to commission a consultant to help revise our strategic plan for the next five to ten years. Our goal is to secure long-term funding and deliver on the outcomes of our revised strategic plan to ensure the sustainability and future of ALLFIE's work over the next five to ten years. This in turn will strengthen our future work campaigning for change in UK education law. ALLFIE's key strategic priorities moving forward are outlined in our Strategy Summary 2021

ANNEX 1: REPORT OF THE COUNCIL

Alliance for Inclusive Education Council members (who are trustees for the purposes of charity law) present their report along with the financial statements of the charity for the year ended 31 March 2021. This report also constitutes a directors' report as required by the Companies Act 2006 and has been prepared taking advantage of the exemptions conferred by Part 15 of this Act.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, 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) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit
The Charities Commission in its 'Charities and Public Benefit' Guidance requires that two key principles be met in order to show that an organisation's aims are for the public benefit: first, there must be an identifiable benefit and second, the benefit must be to the public or a section of the public. The Trustees confirm that they have referred to the Charities Commission's general guidance on public benefit when reviewing the Charity's Aims and Objectives.

Financial Review
The financial statements show that the charity had net income for the year of £226,037. At 31 March 2021 the charity had total funds of £208,981, of which £115,848 were restricted funds and £93,133 were unrestricted funds.

The trustees can confirm that the assets of the company are available and adequate to fulfil the obligations of the company.

Principal Funding Sources
2020/21 has been a very difficult year with the pandemic and the national lockdown placed further challenges to our work income. The additional Covid support we received, donation, COVID-19 grants and consultancy greatly helped our work.

Through the year our work has been supported by City Bridge Trust (CBT), Esmeé Fairbairn Foundation (EFF), National Lottery Community Fund (NLCF), The London Community Foundation (IWILL and COVID-19), Disability Action (DPO COVID-19 NET Emergency Fund) and Disabled Student Allowance Quality Assurance Group (DSA QAG).

For the future we need to secure more longer funding to help us to be more effective on delivering on our strategic plan and to challenge disability inequality in education for a society that is inclusive for all.

Risk Management

The trustees have considered the possible major risks to the company and have established systems to mitigate these risks.

Reserves Policy

ALLFIE is committed to monitoring our finances to ensure they reflect our current financial situation, the trustees have adjusted the 'Reserves Policy' to hold unrestricted free reserves (unrestricted reserves held as net current assets) equivalent to between four and six months' total expenditure, to guard against unexpected events and loss of funding. This will allow the charity an increased period of time to respond and seek alternative funding and will help it to continue its activities and maintain its solvency during this period. Using total expenditure to calculate free reserves reflects that the charity's main activities are funded by restricted grants.

Based on 2020/21 expenditure gives a free reserve target of between £69k and £104k. At £91,416, the unrestricted free reserves are on target.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Alliance for Inclusive Education is incorporated as a company limited by guarantee. The governing document is the Memorandum and Articles of Association. The Alliance for Inclusive Education is also a registered charity.

Recruitment and Appointment of Trustees

We are delighted that Disabled people remain a majority within the membership of the Council and as part of our recruitment policy we continue to seek new members who reflect a diverse community.

The commitment to Disabled people remaining in the leadership of ALLFIE is reflected in the company's governing document which states that the membership of the Council is required to maintain the ratio of Disabled to non-disabled directors at 60:40.

Under the requirements of the Memorandum and Articles of Association, Council members are elected for a period of three years after which they must be re-elected at the next AGM. The Council can elect to co-opt new members who will then be elected to full Council membership at the following AGM.

Trustee Induction and Training

As part of induction procedures ALLFIE invites proposed trustees to trustee board meetings, and to informal discussions about their interest and possible contribution. Once formally elected the new trustee is provided with an 'induction pack' which includes an audit skills check that documents the skills and experiences they bring to the charity. The pack also includes a form for information about any access requirements.

Organisational structure

The charity is under the overall control and direction of the Trustee Board who meet approximately every six weeks. Trustees delegate the day-to-day running of the company to the Chief Executive Officer. The current Director is Michelle Daley.

The Alliance for Inclusive Education staff 2020-21 are:

Michelle Daley, Director
Janet Mearns, Finance Officer
Gelila Tekle-Mariam, Governance Support Officer
Simone Aspis, Campaigns & Policy Co-ordinator
Justine Jones, Inclusion Champions Development Worker
Catherine Bebbington, Communications Officer
Armineh Soorenian, 'Our Voice' Project Co-ordinator
Saifur Valli, Operations and Digital Officer

Volunteers

This year ALLFIE's work has been supported by 18 volunteers who are working with us on different areas of our inclusion champion and campaigning work.

Related parties

The Alliance for Inclusive Education has a history of working collaboratively to achieve its objectives with multiple individuals and groups, from Disabled people, families, educational staff, national and international groups, officials and local authority staff, to individuals in public office. ALLFIE is a national organisation and works in partnership on policy development, developing resources, transforming attitudes, disseminating knowledge and understanding.

ALLFIE will continue to seek to work with existing and new partners that share the same principles of inclusive education. Our definition of inclusive education is based on ALLFIE's seven principles which evolved after considerable discussion with members and partners.

Our seven principles

- Diversity enriches and strengthens all communities
- All learners' different learning styles and achievements are equally valued, respected and celebrated by society
- All learners are enabled to fulfil their potential by taking into account individual requirements and needs
- Support is guaranteed and fully resourced across the whole learning experience
- All learners need friendship and support from people their own age
- All children and young people are educated together as equals in their local communities
- Inclusive education is incompatible with segregated provision both within and outside mainstream education

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name
Alliance for Inclusive Education
Charity number: 1124424
Company number: 5988026

Office and operational address
336 Brixton Road
London
SW9 7AA

Bankers
Lloyds Bank plc
125 Balham High Road
London SW12 9AT

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent ME19 4JQ

Director
Michelle Daley

Council Members
Navin Kikabhai (Chair)
Sarifa Patel (Vice Chair)
Shamim Ali (Treasurer)
Joe Whittaker
Miro Griffiths
Mike Lambert
Anthony Ford
Mohammed Mohsan Ali : resigned on 22.10.2020
Sophia Anna Kleanthous: Co-Opted on 28.01.2021
Tasnim Hassan: Co-Opted on 28.01.2021

Independent Examiner
Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Alliance for Inclusive Education for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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, including the income and expenditure, of the charity for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue its activities.

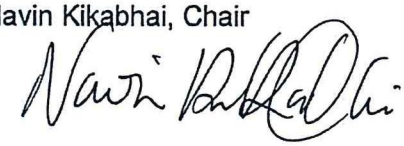
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our independent examiner
In so far as the trustees are aware at the time of approving our trustees' annual report: There is no relevant information, being information needed by the independent examiner in connection with preparing their report, of which the independent examiner is unaware, and as the trustees of the charity we have taken all steps that ought to have been taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiner is aware of that information.

Approved by the Council on 20 October 2021 and signed on its behalf by:

Navin Kikabhai, Chair 20 October 2021



ALLIANCE FOR INCLUSIVE EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2021

	Note	2021 £ Unrestricted	2021 £ Restricted	2021 £ Total	2020 £
INCOME AND EXPENDITURE					
INCOME:					
Donations, grants and legacies	3	2,311	210,042	212,353	247,905
Income from charitable activities:					
Membership fees		4,299	-	4,299	5,686
Training & consultancy fees		7,485	-	7,485	2,092
Sales		-	-	-	72
Access to work		1,844	-	1,844	3,412
Production of 'Inclusion Now'		-	-	-	326
		13,628	-	13,628	11,588
Investment income (bank interest)		56	-	56	149
Other income		-	-	-	461
Total Income		15,995	210,042	226,037	260,103
EXPENDITURE:					
Expenditure on charitable activities					
Capacity building and campaigning		6,267	201,651	207,918	155,394
Total expenditure	4	6,267	201,651	207,918	155,394
Net income/(expenditure)		9,728	8,391	18,119	104,709
Transfers between funds		-	-	-	-
Net movement in funds		9,728	8,391	18,119	104,709
Reconciliation of funds:					
Total funds brought forward		83,405	107,457	190,862	86,153
Total funds carried forward		93,133	115,848	208,981	190,862

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Intangible assets	10		909		1,357
Tangible assets	11		808		1,078
			1,717		2,435
CURRENT ASSETS					
Debtors	12	7,818			750
Cash at bank and in hand		208,244			207,863
		216,062			208,613
CREDITORS					
Amount falling due within one year					
Creditors/accruals	13	(8,798)			(2,100)
Deferred grants		-			(18,086)
		(8,798)			(20,186)
NET CURRENT ASSETS			207,264		188,427
NET ASSETS			208,981		190,862
THE FUNDS OF THE CHARITY:					
Restricted reserves	15		115,848		107,457
Unrestricted reserves	16		93,133		83,405
TOTAL CHARITY FUNDS			208,981		190,862

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.
The directors acknowledge their responsibilities for:

(i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act; and
(ii) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year in accordance with the requirements of section 226; and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.
They were approved by the Council on 20 October 2021
and signed on their behalf by;

Navin Kikabhai - TRUSTEE

Company No.5988026

The annexed notes form part of these financial statements

ALLIANCE FOR INCLUSIVE EDUCATION
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2021

	Total funds 2021 £	Total funds 2020 £
Cash used in operating activities	381	114,458
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	-	-
Increase/(decrease) in cash & cash equivalents	381	114,458
Cash & cash equivalents at beginning of year	207,863	93,405
Cash & cash equivalents at end of year	208,244	207,863
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	18,120	104,709
Adjustments for:		
Depreciation charges	718	1,038
(Increase)/decrease in debtors	(7,068)	9,612
Increase/(decrease) in creditors	(11,388)	(901)
	381	114,458

1 ACCOUNTING POLICIES

a) **Basis of Preparation of Financial Statements**
The financial statements have been prepared 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) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
The Alliance for Inclusive Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

b) **Preparation of the Accounts on a Going Concern Basis**
At 31 March 2021, the charity had total funds of £208,981 (2020 - £190,862). Restricted funds amounted to £115,848 (2020 - £107,457). The free reserves of the charity totalled £91,416. The target for free reserves is to hold between 4 to 6 months of unrestricted expenditure, which currently equates to around £69,000 to £104,000).

The charity has prepared a budget for the year ended 31 March 2022 which shows a surplus of £35,000.

The trustees therefore have a reasonable expectation that the charity will be in operation 12 months from the date of approval of these accounts and that the charity remains a going concern.

c) **Income**
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants and donations
Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:
i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and
ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Charitable trading activities
Income from charitable trading activities is included in the period in which the company is entitled to receipt.

Interest receivable
Interest is included in incoming resources when receivable by the company.

d) **Expenditure and Irrecoverable VAT**
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on activities in furtherance of the charity's activities represent the costs of canpaigning and capacity building in all matters concerning the inclusion of special needs children into schools and colleges.

Costs of generating funds comprise the staff time in inducing trusts, foundations, local education authorities and government departments to contribute financially to the charity's work.

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include the office costs of the charity which support the charity's activities. Support costs have been allocated on the basis set out in note 7.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

e) **Intangible Fixed Assets and Depreciation**
Amortisation is calculated to write off the cost of intangible fixed assets over their estimated useful lives using the following rates:
Website - 33.33% reducing balance

1 ACCOUNTING POLICIES (continued)

f) **Tangible Fixed Assets and Depreciation**
All assets costing more than £250 are capitalised and included at cost.

Depreciation is calculated to write off the cost of fixed assets over their estimated useful lives using the following rates:
Office Equipment - 25% reducing balance

g) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

h) **Creditors**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

i) **Pension costs**
The charity contributed to a defined contribution pension scheme. The employer contributions made by the charity are treated as an expense and are disclosed in note 5 to the accounts.

j) **Operating leases**
The charity classifies the lease of its operational premises as an operating lease. Rental charges are charged on a straight line basis over the term of the lease.

k) **Fund accounting**
Funds held by the company are:
Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Council.
Unrestricted designated funds - these funds are unrestricted funds which the Council have earmarked for a specific purpose to help the charity achieve its charitable objects.
Restricted funds - these are funds that can only be used for particular purposes within the charitable objects of the company. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

2 PRIOR PERIOD COMPARATIVES

	2020 Unrestricted £	2020 Restricted £	2020 Total £
INCOME:			
Donations, grants and legacies	12,608	235,297	247,905
Income from charitable activities:			
Membership fees	5,686	-	5,686
Training & consultancy fees	2,092	-	2,092
Sales	72	-	72
Access to work	3,412	-	3,412
Production of 'Inclusion Now'	326	-	326
	11,588	-	11,588
Investment income (Bank interest)	149	-	149
Other income	461	-	461
Total Income	24,806	235,297	260,103
EXPENDITURE:			
Expenditure on charitable activities			
Capacity building and campaigning	12,579	142,815	155,394
Total expenditure	12,579	142,815	155,394
Net income/(expenditure)	12,227	92,482	104,709
Transfers between funds	(3,334)	3,334	-
Net movement in funds	8,893	95,816	104,709

3 DONATIONS, GRANTS AND LEGACIES

	Unrestricted £	Restricted £	Total 2021 £	2020 £
City Bridge Trust	-	54,400	54,400	54,700
City Bridge Trust Additional	-	13,600	13,600	-
Esmée Fairbairn	-	50,000	50,000	50,000
Esmée Fairbairn (Repurposing)	-	-	-	15,000
Esmée Fairbairn Additional	-	25,000	25,000	-
Trust for London	-	-	-	1,500
DRILL	-	-	-	11,850
The National Lottery Community Fund (NLCF)	-	47,934	47,934	12,264
The London Community Foundation (IWILL)	-	-	-	9,983
The London Community Foundation (COVID-19)	-	9,992	9,992	-
DSA - Quality Assurance Group	-	-	-	80,000
Disability Action (NET)	-	9,116	9,116	
Donations	2,311	-	2,311	12,608
	2,311	210,042	212,353	247,905

4 TOTAL EXPENDITURE

	Staff costs £	Direct & project costs £	Support costs £	2021 £	2020 £
Capacity building and campaigning	125,801	60,331	21,786	207,918	155,394

5 STAFF COSTS

	2021 £	2020 £
Staff Salaries	106,672	96,368
Social Security Costs	3,869	6,159
Pension Contributions	8,072	6,910
Access to Work	7,074	2,567
Freelance & Agency staff	-	4,256
Volunteer & Secretarial expenses	115	417
	125,801	116,677

No remuneration was paid to the trustees. The trustees incurred £nil of expenses during the year (2020: £nil)
No employees earned over £60,000 (2020: nil). The average number of employees during the year was 7 (2020 - 7).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £30,723 (2020: £35,570).

6 DIRECT COSTS & PROJECT COSTS

	2021 £	2020 £
Access Costs	3,337	1,835
Staff Training and Expenses	3,049	994
Events & Conferences	1,561	8,765
Audit and professional fees	6,816	2,617
Training & Consultancy	45,568	2,900
Marketing & Publicity	-	1,687
	60,331	18,798

7 SUPPORT COSTS

	2021 £	2020 £
Premises Costs	9,022	8,717
IT Support	4,560	2,409
Office Equipment	2,013	-
Insurance	826	400
Post, Printing and Stationery	1,357	4,447
Telephone and Fax	758	1,530
Software and Minor equipment	1,142	939
Publications and Subscriptions	1,285	130
Bank Charges	105	60
Sundry Expenses	-	249
Depreciation	270	360
Amortisation	448	678
	21,786	19,919

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2021 £	2020 £
This is stated after charging:		
Independent examiner's fees:		
Independent examination	1,600	1,500
Accountancy	5,216	1,117
Depreciation	718	1,038
	5,934	2,155

9 TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 INTANGIBLE FIXED ASSETS

	Website
	£
Cost	
01-Apr-20 and at 31-Mar-21	4,578
Amortisation	
01-Apr-20	3,221
Charge for the year	448
31-Mar-21	3,669
Net Book Value	
31-Mar-21	909
31-Mar-20	1,357

11 TANGIBLE FIXED ASSETS

	Office Equipment
	£
Cost	
01-Apr-20	9,083
Additions	-
31-Mar-21	9,083
Depreciation	
01-Apr-20	8,005
Charge for the year	270
31-Mar-21	8,275
Net Book Value	
31-Mar-21	808
31-Mar-20	1,078

12 DEBTORS

	2021	2020
	£	£
Prepayments & accrued income	7,818	750
	7,818	750

13 CREDITORS

	2021	2020
	£	£
Other creditors & accruals	6,540	2,100
Deferred grants	-	18,086
Other taxation and social security	2,258	-
	8,798	20,186

14 OPERATING LEASES

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Less than one year	9,338	8,422

15 RESTRICTED RESERVES

	Bal 01/04/20	Income	Expenditure	Transfers	31/03/2021
	£	£	£	£	£
City Bridge Trust	-	54,400	(54,400)	-	-
City Bridge Trust Additional	-	13,600	-	-	13,600
Esmée Fairbairn	-	50,000	(50,000)	-	-
Esmée Fairbairn (Grant Plus)	12,600	-	(12,600)	-	-
Esmée Fairbairn Additional	-	25,000	-	-	25,000
The National Lottery Community Fund	5,830	47,934	(53,764)	-	-
London Community Foundation (COVID-19)	-	9,992	(9,992)	-	-
London Community Foundation (IWILL)	9,027	-	(9,027)	-	-
DSA Quality Assurance Group	80,000	-	(4,432)	-	75,568
Disability Action (NET)	-	9,116	(7,436)	-	1,680
	107,457	210,042	(201,651)	-	115,848

City Bridge Trust
This is a capacity building project funded by City Bridge Trust - the "DPO as Inclusion Champions". This project will strengthen the voice, advocacy and representation skills of Disabled Person-led Organisations (DPO) and enable them to support young disabled people (YDP) and their families who want to be better included in schools/colleges and their communities. ALLFIE will support London based DPOs to build relationships between YDP/families to overcome existing barriers and find solutions together, resulting in greater levels of inclusivity.

City Bridge Trust Additional
A one-off additional grant to help in the wake of COVID-19.

Esmée Fairbairn
This is a capacity building project funded by Esmée Fairbairn to reframe and strengthen ALLFIE'S influencing work, increase our ally base and develop a body of inclusive education good practice.

Esmée Fairbairn (Grant Plus)
A grant is to develop a long-term strategy and improve ALLFIE's governance and build finance sustainability.

Esmée Fairbairn Additional
A one-off additional grant to help in the wake of COVID-19.

The National Lottery Community Fund
A project to bring together Disabled young people with a group of Disability rights leaders of the Disabled Peoples Movement (DPM) to share intergenerational experiences of what makes a good leader, what the barriers are for Disabled people and what Disabled people have done to challenge Disablism and discrimination and to create solutions that have created change.

The London Community Foundation (COVID-19)
The funding is for ALLFIE to provide administrative and strategic support to build the skills for the newly formed Disabled Black Lives Matter group. The group aims to address racial and intersectional inequality, and under-representation of Disabled people of colour in the work of London's Disabled People's Organisations.

The London Community Foundation (IWILL)
A project to support 10 disabled young people to run campaigns to raise awareness and promote positive change for individuals with similar issues.

Disabled Student Allowance Quality Assurance Group
The donation of £80,000 will be managed as restriceted funds and used for the purpose of "Higher Education disabled students or for prospective Higher Education disabled students".

Disability Action (NET)
A project to create a COVID-19 national participation project titled "Our Voice" that enables Young people to have a say and to address the isolation and intersectional exclusion of Young people (aged 16 - 25) during the pandemic. The 'Our Voice' project will build the power of Disabled Young people and amplify their voices to support ALLFIE's campaign "Educate Don't Segregate" and "We Know Inclusion Works" during this pandemic.

16 UNRESTRICTED RESERVES

	Bal 01/04/20	Income	Expenditure	Transfers	31/03/2021
	£	£	£	£	£
Designated Funds	-	-	-	-	-
Unrestricted General Reserves	83,405	15,995	(6,267)	0	93,133
	83,405	15,995	(6,267)	0	93,133

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund	Restricted Funds	Total Funds
	£	£	£
Intangible fixed assets	909	-	909
Tangible fixed assets	808	-	808
Cash at bank and in hand	92,396	115,848	208,244
Other net current assets/(liabilities)	(980)	-	(980)
	93,133	115,848	208,981

18 RELATED PARTY TRANSACTIONS
There are no related party transactions that require disclosure in the accounts.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ALLIANCE FOR INCLUSIVE EDUCATION (LIMITED BY GUARANTEE)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021, which are set out on pages 19 to 26.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

Name: **Mark Pooley**
Relevant professional qualification or body: **ICAEW**
Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ.
Date: 14/12/21