



**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

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

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 devastating 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

A handwritten signature in black ink, appearing to read 'Navin Kikabhai', written in a cursive style.

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

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

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

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

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

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.

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

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

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

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

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

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

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

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

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

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.

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

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.

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

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

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

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

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

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

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

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.

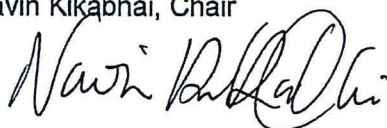
Statement as to disclosure to our independent examiner

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



ANNEX 2: FINANCIAL REPORT 2020/21

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
<i>Income from charitable activities:</i>					
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
<i>Investment income (bank interest)</i>		56	-	56	149
<i>Other income</i>		-	-	-	461
Total Income		15,995	210,042	226,037	260,103
EXPENDITURE:					
<i>Expenditure on charitable activities</i>					
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		<u>808</u>		<u>1,078</u>
			1,717		2,435
CURRENT ASSETS					
Debtors	12	7,818		750	
Cash at bank and in hand		<u>208,244</u>		<u>207,863</u>	
		216,062		208,613	
CREDITORS					
Amount falling due within one year					
Creditors/accruals	13	(8,798)		(2,100)	
Deferred grants		<u>-</u>		<u>(18,086)</u>	
		(8,798)		(20,186)	
NET CURRENT ASSETS			<u>207,264</u>	<u>188,427</u>	
NET ASSETS			<u>208,981</u>	<u>190,862</u>	
THE FUNDS OF THE CHARITY:					
Restricted reserves	15		115,848	107,457	
Unrestricted reserves	16		<u>93,133</u>	<u>83,405</u>	
TOTAL CHARITY FUNDS			<u>208,981</u>	<u>190,862</u>	

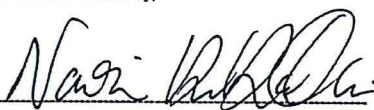
The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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
<u>Reconciliation of net income/(expenditure) to net cash flow from operating activities</u>		
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	18,120	104,709
<i>Adjustments for:</i>		
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 campaigning 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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

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
<i>Income from charitable activities:</i>			
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
<i>Investment income (Bank interest)</i>	149	-	149
<i>Other income</i>	461	-	461
Total Income	24,806	235,297	260,103
EXPENDITURE:			
<i>Expenditure on charitable activities</i>			
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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

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	<u>4,578</u>
Amortisation	
01-Apr-20	3,221
Charge for the year	<u>448</u>
31-Mar-21	<u>3,669</u>
Net Book Value	
31-Mar-21	<u>909</u>
31-Mar-20	<u>1,357</u>

11 TANGIBLE FIXED ASSETS

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

12 DEBTORS

	2021 £	2020 £
Prepayments & accrued income	<u>7,818</u>	<u>750</u>
	<u>7,818</u>	<u>750</u>

13 CREDITORS

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

14 OPERATING LEASES

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

	2021 £	2020 £
Less than one year	<u>9,338</u>	<u>8,422</u>

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

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
	<u>107,457</u>	<u>210,042</u>	<u>(201,651)</u>	<u>-</u>	<u>115,848</u>

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 restricted 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
	£	£	£	£	£
<i>Designated Funds</i>	-	-	-	-	-
Unrestricted General Reserves	<u>83,405</u>	<u>15,995</u>	<u>(6,267)</u>	<u>0</u>	<u>93,133</u>
	<u>83,405</u>	<u>15,995</u>	<u>(6,267)</u>	<u>0</u>	<u>93,133</u>

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)
	<u>93,133</u>	<u>115,848</u>	<u>208,981</u>

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

