



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

**Report and Financial Statements**  
***for the year ending 31<sup>st</sup> March 2022***

Company number 5988026

Charity number 1124424

**Alliance For Inclusive Education**  
**REPORT OF THE COUNCIL FOR THE YEAR ENDED**  
**31<sup>st</sup> March 2022**

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**31<sup>st</sup> 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

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**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

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**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.

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**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.

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**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.

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**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.



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**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 Sooreanian, 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:



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- 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.

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

As the COVID-19 pandemic continued to dominate our headlines, ALLFIE 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 an 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.

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**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 31<sup>st</sup> 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 31<sup>st</sup> 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.

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**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

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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 Sooreanian, '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.

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**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.

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**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



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**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.

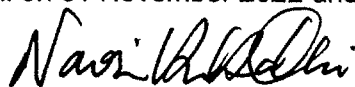
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**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
<b>INCOME AND EXPENDITURE</b>					
<b>INCOME:</b>					
Donations, grants and legacies	3	1,045	65,183	66,228	212,353
<i>Income from charitable activities:</i>					
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
<b>EXPENDITURE:</b>					
<i>Expenditure on charitable activities</i>					
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.

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**BALANCE SHEET**  
**AT 31 MARCH 2022**


	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Intangible assets	10	609	909
Tangible assets	11	<u>606</u>	<u>808</u>
		1,215	1,717
<b>CURRENT ASSETS</b>			
Debtors	12	6,248	7,818
Cash at bank and in hand		<u>180,956</u>	<u>208,244</u>
		187,204	216,062
<b>CREDITORS</b>			
Amount falling due within one year			
Creditors/accruals	13	(8,813)	(8,798)
Deferred grants		<u>(30,000)</u>	<u>0</u>
		(38,813)	(8,798)
<b>NET CURRENT ASSETS</b>		<u>148,391</u>	<u>207,264</u>
<b>NET ASSETS</b>		<u>149,606</u>	<u>208,981</u>
<b>THE FUNDS OF THE CHARITY:</b>			
Restricted reserves	15	49,926	115,848
Unrestricted reserves	16	<u>99,680</u>	<u>93,133</u>
<b>TOTAL CHARITY FUNDS</b>		<u>149,606</u>	<u>208,981</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 01 November 2022.  
and signed on their behalf by;



14/11/22

Navin Kikabhai - TRUSTEE

Company No.5988026

The annexed notes form part of these financial statements  
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**ALLIANCE FOR INCLUSIVE EDUCATION  
CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2022**

	<b>Total funds 2022 £</b>	<b>Total funds 2021 £</b>
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	<u>(27,288)</u>	<u>381</u>
Cash & cash equivalents at beginning of year	208,244	207,863
Cash & cash equivalents at end of year	<u>180,956</u>	<u>208,244</u>
<b><u>Reconciliation of net income/(expenditure) to net cash flow from operating activities</u></b>		
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(59,375)	18,120
<i>Adjustments for:</i>		
Depreciation charges	502	717
(Increase)/decrease in debtors	1,570	(7,068)
Increase/(decrease) in creditors	30,015	(11,388)
	<u>(27,288)</u>	<u>381</u>

**ALLIANCE FOR INCLUSIVE EDUCATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2022**

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**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 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.

**ALLIANCE FOR INCLUSIVE EDUCATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

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**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.

**ALLIANCE FOR INCLUSIVE EDUCATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

**2 PRIOR PERIOD COMPARATIVES**

	2021 Unrestrict. £	2021 Restricted £	2021 Total £
<b>INCOME:</b>			
Donations, grants and legacies	2,311	210,042	212,353
<i>Income from charitable activities:</i>			
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'	-	-	-
	<u>13,628</u>	<u>-</u>	<u>13,628</u>
<i>Investment income (Bank interest)</i>	56	-	56
<i>Other income</i>	-	-	-
	<u>15,995</u>	<u>210,042</u>	<u>226,037</u>
<b>EXPENDITURE:</b>			
<i>Expenditure on charitable activities</i>			
Capacity building and campaigning	6,267	201,651	207,918
	<u>6,267</u>	<u>201,651</u>	<u>207,918</u>
Net income/(expenditure)	9,728	8,391	18,119
Transfers between funds	0	0	-
Net movement in funds	<u>9,728</u>	<u>8,391</u>	<u>18,119</u>

**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	<u>1,045</u>	<u>-</u>	<u>1,045</u>	<u>2,311</u>
	<u>1,045</u>	<u>65,183</u>	<u>66,228</u>	<u>212,353</u>

**ALLIANCE FOR INCLUSIVE EDUCATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

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

<b>5 STAFF COSTS</b>	<b>2022 £</b>	<b>2021 £</b>
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
	<u>126,824</u>	<u>125,801</u>

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).

<b>6 DIRECT COSTS &amp; PROJECT COSTS</b>	<b>2022 £</b>	<b>2021 £</b>
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	-
	<u>17,848</u>	<u>60,331</u>

<b>7 SUPPORT COSTS</b>	<b>2022 £</b>	<b>2021 £</b>
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
	<u>17,507</u>	<u>21,786</u>



**ALLIANCE FOR INCLUSIVE EDUCATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

**8 NET INCOME/(EXPENDITURE) FOR THE YEAR**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
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
	<u>1,759</u>	<u>5,934</u>

**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**

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

**11 TANGIBLE FIXED ASSETS**

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

**12 DEBTORS**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	3,695	-
Prepayments & accrued income	<u>2,553</u>	<u>7,818</u>
	<u>6,248</u>	<u>7,818</u>

**ALLIANCE FOR INCLUSIVE EDUCATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

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

**14 OPERATING LEASES**

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

	2022 £	2021 £
Less than one year	<u>9,338</u>	<u>9,338</u>

**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)	-	-
	<u>115,848</u>	<u>65,183</u>	<u>(131,105)</u>	<u>-</u>	<u>49,926</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 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 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.

**ALLIANCE FOR INCLUSIVE EDUCATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST MARCH 2022 (continued)**

**16 UNRESTRICTED RESERVES**

	Bal 01/04/21 £	Income £	Expend. £	Transfers £	31/03/2022 £
<i>Designated Funds</i>					
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