

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



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

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

Company number 5988026
Charity number 1124424

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Chairperson's report

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

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

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

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

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Director's Report

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

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

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

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

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

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

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

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

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

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

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

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

ALLFIE'S WORK IN 2022/2023: Impact Report

Thank you for your impact!

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

Our Purposes and Activities

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

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

Objectives for the years 2020 – 2025

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

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

ACHIEVEMENTS AND PERFORMANCE 2022/23

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

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

- Four international engagements:
 - Delivered a virtual lecture to Japan-UK Inclusive Education Seminar (at [Nayoro City University](#)).
 - [Disabled Black Lives Matter \(DBLM\)](#) spoke at [Minority Rights Group \(MRG\)](#) and Land Body Ecologies (LBE) and hosted a roundtable discussion on “disability and minorities and indigenous peoples in health and social research”.
 - [DBLM](#) exchange with Brazil DBLM, where they met in London to share experiences on the education system.
 - Shared learning with the [European Network on Independent Living \(ENIL\)](#) on policy and inclusive education.
- Engaged with three main political parties this included [Young Greens](#), Shadow Minister Helen Hayes MP, and the Ministerial Round Table on [SEND review: right support, right place, right time](#). Ministers Will Quince MP and Gillian Keegan MP.
- Published four editions of our Inclusion Now Magazine including [spring](#), [summer](#) and [autumn](#), plus an additional edition, which focused on the [SEND review](#).
- Published 26 newsletters and e-bulletins, with a readership of over 6,500. These include:

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

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

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

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

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

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

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

- We started three new areas of work:
 - Three-year funding from [Trust for London](#) to deliver [Stronger Voices](#) capacity building on campaigns, to influence policy on the intersections between segregated education and its link to poverty.
 - Three-year funding from [Paul Hamlyn Foundation](#) to support [Our Voice](#) Young people work, to deliver a campaign to develop leaders for the next generation of Young Disabled Activists.
 - 12-month funding from [Runnymede Trust](#) to conduct research into the school experiences of Black/Global Majority Disabled children.
- Delivered and facilitated training to [Deaf Ethnic Women Association \(DEWA\)](#) on Inclusive Education, [Advocacy Academy](#) with Young people, as well as [Experts by Experience](#) and [Action on Disability](#).
- We produced two evaluation reports for [Action on Disability](#) on empowerment work with Young Disabled people and the [Young Hammersmith and Fulham Foundation](#).
- We hosted various events to engage with our members, DPOs, Disabled people and supporters. Two events were facilitated by Joe Whittaker, prior to him passing away. These included the [Annual Conference on the cost-of-living crisis](#) and [UN International Day of Education](#). UN International Day of Education keynote speaker, Chloe Schendel-Wilson from [Disability Policy Centre](#), presented their research report on "[The State of the Nation in SEND Education: England](#)".
- We continue to have a consistent reach of over 2,000 people through our speaking engagements. In 2022-23 this included presenting at:
 - City Bridge Trust Networking and Learning Day
 - The SEND stakeholder ministerial roundtable
 - The Diversity & Ability Conference

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

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

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

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

Future Developments

Our goals for the year 2023/2024 include:

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

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Who we are

The Alliance for Inclusive Education staff 2022-2023 were:

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

Volunteers

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

Council Members:

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

Independent Examiner

Burnside Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

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Annex

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

Our Purposes and Activities

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

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

REPORT OF THE COUNCIL

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

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum & Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015). The company has taken advantage of the exemption to not have to prepare a strategic report in accordance with "The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013".

Public benefit

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

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Financial Review

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

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

Principal Funding Sources

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

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

Risk Management

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

Reserves Policy

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

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

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Recruitment and Appointment of Trustees

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

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

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

Trustee Induction and Training

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

Organisational structure

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

Related parties

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

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

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Our seven principles

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

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity name

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

Office and operational address

336 Brixton Road
London
SW9 7AA

Bankers

Lloyds Bank plc
125 Balham High Road
London SW12 9AT

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

TRUSTEES' RESPONSIBILITIES

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and

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

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

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

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

Statement as to disclosure to our independent examiner

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

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

NAVIN KIKABHI

Navin Kikabhai, Chair

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

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

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

**ALLIANCE FOR INCLUSIVE EDUCATION
BALANCE SHEET
AT 31 MARCH 2023**

	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible assets	10	406	609
Tangible assets	11	<u>723</u>	<u>606</u>
		1,129	1,215
CURRENT ASSETS			
Debtors	12	7,872	6,248
Cash at bank and in hand		<u>92,493</u>	<u>180,956</u>
		100,365	187,204
CREDITORS			
Amount falling due within one year			
Creditors/accruals	13	(29,279)	(38,813)
NET CURRENT ASSETS		<u>71,086</u>	<u>187,204</u>
NET ASSETS		<u>72,215</u>	<u>188,419</u>
THE FUNDS OF THE CHARITY:			
Restricted reserves	15	14,659	49,926
Unrestricted reserves	16	<u>57,556</u>	<u>99,680</u>
TOTAL CHARITY FUNDS		<u>72,215</u>	<u>149,606</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 24 October 2023.
and signed on their behalf by;

NAVIN KIKABHAI

Navin Kikabhai - TRUSTEE

Company No.5988026

The annexed notes form part of these financial statements

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

	Total funds 2023 £	Total funds 2022 £
Cash used in operating activities	(88,108)	(27,288)
Cash flows from investing activities:		
Purchase of intangible fixed assets	-	-
Purchase of tangible fixed assets	(355)	-
Increase/(decrease) in cash & cash equivalents	<u>(88,463)</u>	<u>(27,288)</u>
Cash & cash equivalents at beginning of year	180,956	208,244
Cash & cash equivalents at end of year	<u>92,493</u>	<u>180,956</u>
<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)	(77,392)	- 59,375
<i>Adjustments for:</i>		
Depreciations and amortisation charges	441	502
(Increase)/decrease in debtors	(1,624)	1,570
Increase/(decrease) in creditors	(9,534)	30,015
	<u>(88,108)</u>	<u>(27,288)</u>

**ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023**

1 ACCOUNTING POLICIES

a) Basis of Preparation of Financial Statements

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

b) Preparation of the Accounts on a Going Concern Basis

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

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

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

c) Income

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

Grants and donations

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

- i) when donors specify that the grants and donations given to the company must be used in future accounting periods, the income is deferred to those periods; and
- ii) when donors impose conditions which have to be fulfilled before the company becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions have been met.

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

Charitable trading activities

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

Interest receivable

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

d) Expenditure and Irrecoverable VAT

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

Expenditure on activities in furtherance of the charity's activities represent the costs of 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.

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 2023 (continued)

2 PRIOR PERIOD COMPARATIVES

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

3 DONATIONS, GRANTS AND LEGACIES

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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

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

5 STAFF COSTS	2023 £	2022 £
Staff Salaries	119,224	111,188
Social Security Costs	8,789	5,659
Pension Contributions	3,443	3,216
Access to Work	2,152	5,901
Freelance & Agency staff	-	-
Volunteer & Secretarial expenses	149	860
	<u>133,756</u>	<u>126,824</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 (2022 - 7). The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £31,101 (2021: £29,911).

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

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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

8 NET INCOME/(EXPENDITURE) FOR THE YEAR

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

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

11 TANGIBLE FIXED ASSETS

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

12 DEBTORS

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

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

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

14 OPERATING LEASES

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

	2023	2022
	£	£
Less than one year	<u>9,338</u>	<u>9,338</u>

15 RESTRICTED RESERVES

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

Paul Hamlyn Foundation

A grant to fund Our Voice Youth project.

Disabled Student Allowance Quality Assurance Group

The donation of £80,000 will be managed as restricted funds and used for the purpose of "Higher Education disabled students or for prospective Higher Education disabled students".

Centre for Knowledge

Received £4,000 from Centre for Knowledge Equity to support ALLFIE's race and intersectionality work on education.

ALLIANCE FOR INCLUSIVE EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023 (continued)

16 UNRESTRICTED RESERVES

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

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

18 RELATED PARTY TRANSACTIONS

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Signed:

Name: Mark Pooley FCA

(Listed Body: Institute of Chartered Accountants in England & Wales)

Address: Burnside Chartered Accountants, 61 Queen Square, Bristol BS1 4JZ

Date:

18/12/23