

EFA LONDON

England & Wales · Charity number 1133268

Details

Status	Registered
Legal form	Charitable company
Company number	06909738
Registered	2009-12-11
Register	View on the Charity Commission register

Contact

Address	Christ Church 27 Blackfriars Road London SE1 8NY
Phone	07789006248
Email	contact@efalondon.org
Website	www.efalondon.org

Activities

Objects: 1 TO DEVELOP THE CAPACITY OF MIGRANT COMMUNITIES ACROSS LONDON IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY2 TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE SUBJECT OF ENGLISH AS A SECOND OR OTHER LANGUAGE (ESOL)

Activities: EFA London provides ESOL (English for Speakers of Other Languages) classes for migrants in London. We work with institutions, such as schools, trade unions, community centres or faith organisations to set up courses. We encourage our participants to use their language and literacy skills to identify and bring about positive changes in their communities, for their families and themselves.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Area of benefit: LONDON
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£564,308	£531,119	£336,846	9
2024-07-31	£456,263	£388,454	-	-
2023-07-31	£389,304	£416,115	-	-
2022-07-31	£496,200	£468,408	-	-
2021-07-31	£623,418	£498,510	£234,867	14
2020-07-31	£291,096	£307,786	-	-

Trustees

Name	Role	Appointed
Annalibera Refuto		2022-08-11
Eva Luna Vargas Diaz		2025-08-01
FElla Meftah		2022-09-18
Leila Kate Mulloy		2022-08-10
Sho Konno		2017-10-13
Vivien Frances Life		2025-08-01

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2025

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

EFA London
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Reference and Administrative Details

Trustees	Melanie Cooke Sho Konno Vivien Life Fella Meftah Leila Kate Mulloy Annalibera Refuto Eva Vargas Diaz
Secretary	Dermot Bryers
Charity Registration Number	1133268
Company Registration Number	06909738
Registered Office	The charity is incorporated in England and Wales 110 Hassocks Road London SW16 5EZ
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Blackheath SE3 0RB

EFA London

Annual Report

1st August 2024 – 31st July 2025

Charity Number: 1133268

Company Number: 06909738

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**EFA London
Trustees' report**

Glossary of acronyms and abbreviations

CPD	Continued Professional Development
EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
ICB	Integrated Care Board
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NCIL	Neighbourhood Community Infrastructure Levy
NHS	National Health Service
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2025. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors (2024/25) of the charitable company are its Trustees for the purpose of charity law.

Dr. Melanie Cooke	Chair	
Daniel Michael Grütters ¹		
Larysa Agbaso ²		
Sho Konno		
Jessica Walker ³	Treasurer	
Fella Meftah		
Annalibera Refuto		
Leila		Mulloy
Isolda Libório ⁴		

Company Secretary Dermot Bryers

Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office 110 Hassocks Rd, SW16 5EZ

Accountants Field Sullivan Limited, 9 Hare and Billet Road, Blackheath, London, SE3 0RB

Bankers The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT

Website www.efalondon.org

¹ Stepped down 30th January 2025

² Stepped down 21st May 2025

³ Stepped down 21st May 2025

⁴ Stepped down 15th November 2024

Executive Team Statement

EFA London (English for Action) supports migrants in the UK to gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, must be, and often are, at the forefront of action to make our society fairer and more equal. Starting from the English-learning for migrant communities, our work benefits society as a whole.

In 2024/25 net migration dropped significantly from previous years and government policies made it harder for people to move to the UK and a combination of a struggling economy and the hostile environment saw large numbers of emigrants from the UK. Demand for our classes and other activities remained high, however, and there is just one place in an ESOL class for every eight people who need one. Our classes are full, waiting lists long and community ESOL fairs are really popular. This year across our five community ESOL fairs we helped 217 people find a class with a local provider.

As well as to help migrant communities access ESOL, our purpose is to engage ESOL students in meaningful action for social justice, building understanding and planning action from the classroom. There are four main themes for this learning and action: housing, workers rights, access to ESOL and health. With support from People's Health Trust and the Impact on Urban Health we have brought housing and health together, organising for better housing conditions to improve our participants' and their families/communities' health. We're finding that not only does it help people to get rehoused and much-needed repairs done, but people feel happier and healthier taking part in the process.

EFA students continue to drive the Living Wage campaign, especially in south London, alongside other members of Citizens UK and the IWGB Union. EFA was born from the Living Wage campaign; our first classes were for hotel workers organising to improve pay and conditions almost twenty years ago. Lamentably, in-work poverty is even worse now than it was then and migrant communities continue to bear the brunt of this. This year we worked in partnership with Katherine Cree Church to provide ESOL and organising training for low-paid workers at the church and we're busy setting up a similar project, a worker centre, with Christ Church Southwark. EFA participants took action that resulted in the British Film Institute and NHS England both agreeing to pay the Real Living Wage in 2024/25.

This year was a good one for raising money and expanding, and we're delighted to welcome Shah, Gunes, Fiona and Julie to our fabulous staff team.

Signed,



on behalf of the Executive Team (Adela Belecova and Dermot Bryers)

2024-25 Key achievements at a glance

ESOL

- 534 people attended at least five of our sessions (28 fewer than last year), with 56% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- 95% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 26 ESOL courses in seven boroughs (two more courses than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, and Tower Hamlets and starting a new project with King’s College London especially for the Latin American communities in South London.
- Continued the Walk and Talk group, reading group and conversation club to support participants’ mental health and language skills.
- Participatory ESOL trainings delivered to six external organisations and 82 participants and several presentations to a range of audiences.

Community Organising and Action

- The ESOL fairs across five boroughs helped us build relationships with over 25 ESOL and further education providers across London and supported 217 people to find courses.
- Multilingual housing organising in Tower Hamlets resulted in action that secured support from councillors and local MP and a meeting with Clarion Housing Association that resulted in agreements to improve the repairs process and communication with local residents.
- Continued the Community Organising for All project, alongside partners from Italy, Slovenia and Croatia, producing a new website to support organisers, educators and activists to engage multilingual communities groups and we ran training sessions for 40 practitioners.
- EFA teachers and students continued to lead actions and participate in strategy teams and action teams with Citizens UK partners in Wandsworth, Greenwich, Hackney, Tower Hamlets and Southwark. As well as the progress across our priority campaign areas the world provides leadership development opportunities and civic participation skills.

**EFA London
Trustees' report**

- EFA and Housing Action Southwark and Lambeth's housing action group continued to provide an essential space for advice, mutual support and organising on housing related issues. New funding has enabled us to deepen this housing organising in south London.
- Participatory theatre is more and more integral to our community organising and learning. This year our theatre group developed a play to communicate the barriers to accessing ESOL in London and performed it several times to build their campaign team, develop political asks and engage decision-makers (see page 23).

Our operations

- Raised £564,308 in total, of which exactly 50% was unrestricted funding and 50% was restricted funding (see accounts, page 31). Income is significantly higher than last year, which we are really pleased with given the challenges of raising money from trusts and foundations these last two years.
- Continued with an executive team instead of a single chief executive. This was a team of two this year (Adela Belecova and Dermot Bryers) with plans to expand it in the new year.
- We were delighted to welcome Fiona Norris to our team, where she will add experience and know-how to our fundraising and also allow Anna to devote more time to communications and monitoring and evaluation.
- Pay has kept pace with inflation and the staff team indicated, in a thorough staff listening process, they are broadly happy with the equal pay policy and the level pay is set to. No staff left this year, after a few years of relatively high turnover.

Strategy

Vision

Migrants in the UK have the language, skills, knowledge and relationships to thrive and help create a fair and equal society.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about positive change for themselves their communities and wider society

Aims/activities

- Provide participatory, action-orientated ESOL classes
- Build power through community organising
- Take action together on the issues our communities care about
- Develop and share these methods (community organising and ESOL) through research, training and external communications
- Campaign for better ESOL provision locally (in our local communities) and across the UK.

2025 - strategy refresh

We started the process of refreshing our strategy in early 2025, having reached the end of the three year period of our previous strategy.

Adela and Dermot designed the process in executive team meetings with input from trustees. We identified four main groups we need to involve: 1 - Trustees, 2 - Staff, 3 - Participants, 4 - Volunteers.

The executive team identified some of the key questions emerging from conversations with colleagues, trustees, participants, volunteers and external partners, bearing in mind changes to the environment we operate in. Using these key questions, we created a set of statements intended to provoke a strong response, for example: "EFA is more concerned with developing students' capacity to take action rather than the tangible results, the changes themselves" in order to encourage open and meaningful debate. The statements belonged to five categories: purpose / values, classroom / pedagogy, organising / campaigning, operational and governance / culture.

EFA London Trustees' report

Then based on conversations with people across the organisation and our assessment of the external context, we chose the most relevant statements to take to trustees, staff and participants for discussion in a dedicated strategy refresh workshop. In addition to debating these issue-driven statements, during the workshop we also made sure to check in on the fundamentals, for example - is the organisation's mission, vision and our five key activities still right?

To enable these discussions, we designed a strategy day with an external facilitator, Helen Triggs. The purpose of the strategy day was to come together as a whole organisation, learn about the strategy and check-in on some possible changes of direction. The strategy day in July was attended by 30 members of our community, with representatives of all four groups identified above. Some key themes which emerged from the day were: consensus for making theatre methods more central to our work and identity; enthusiasm for exploring a national campaign for better ESOL funding; a desire to further develop student participation in decision-making at all levels of the organisation and excitement about starting an initial teacher training programme in participatory ESOL.

Moving into 2025/26, the next steps in developing the strategy are to finalise the proposals for change and put into practice some of the smaller changes we have already agreed. We have also started to assess the worrying recent developments, in terms of the rise of far-right and anti-immigration politics we have seen in 2025. There are proposed changes to immigration rules and especially the English language requirement that will have a significant impact on our communities. Outside of parliament, the mobilisation of tens of thousands of people supporting aggressively anti-immigration positions is a huge concern and we are reassessing our strategy as a result.

Nevertheless, the strategy process has broadly reinforced our commitment to our fundamental objectives and the way we work. We also felt it was important to our relationships and community-building.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and nearly twenty years of experience now delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objectives), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere) or online. We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school. We also arrange free crèches, where our students have young children. Online classes have also been popular with parents and people working shifts at irregular times. For students with more limited digital skills and literacy needs in-person classes are preferable. We intend to continue running a mix of online and in-person classes.

We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we make use of and develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an 'expert' teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities. This is where community organising comes in.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills to connect with others and take collective action. Community organisers help people to get together and build powerful networks

that can then, through focused campaigns, change things in their local area or even further afield. Citizens UK is one of the main homes of community organising in the UK and we are a member of their south and east London chapters - where we have our community hubs. We are also closely involved with HASL, Migrants Organise, Centre for Progressive Change, Social Housing Action Campaign (SHAC), Voice of Domestic Workers, High Trees and Creating Ground all of whom practise and teach community organising. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively support EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is support available to them as they engage in community organising.

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to the UK. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; mostly of Colombian and Ecuadorian origin. In Tower Hamlets, the majority are Bangladeshi. We also work with a large number of Filipino/a, Chinese, Ukrainian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partners' children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. This year, according to Department for Education figures, there were approximately 120,000 people accessing ESOL classes and over a million adults reporting limited proficiency. Apart from the limited quantity of classes, barriers to access include lack of childcare to accompany classes, challenging work schedules, the restrictive eligibility criteria for free classes that excludes people with certain immigration statuses, stringent demands of formal provision in terms of attendance, exams and punctuality and the delay before asylum seekers can attend publicly funded classes.

Case study 1: Carolina

Carolina is a 42-year-old Brazilian woman who has lived in England for nearly four years with her husband, a Methodist minister. They relocated to the UK together. Carolina has the right to work but her qualifications are not recognised here and she has had to build up from scratch. Prior to moving, she worked for over 13 years as an Administrator at a university in Brazil.

Since arriving in the UK, Carolina faced significant challenges in her pursuit of employment. She struggled to find work in administration and often felt unworthy of seeking opportunities due to a traumatic experience with her previous employer in Brazil, where she was denied rightful payment. This experience negatively impacted her mental health, leaving her feeling lost for two years.

In October 2023, Carolina enrolled in the EFA English class after facing difficulties enrolling in other courses due to residency requirements. Her English level is currently around ESOL Level Two, the highest level for ESOL. Although she acknowledges progress, she continues to find language a challenge.

Carolina describes the EFA course as transformative. It has not only improved her language skills but also restored her confidence. She values the community aspect of the class, where she finds support among peers who share similar challenges. The course has equipped her with practical skills, including CV writing and interview preparation, empowering her to pursue her career goals.

Carolina has been proactive in assisting her classmates by sharing CV advice she learned in class plus other resources. She has helped fellow students, reflecting on the supportive environment within the class.

Since completing the course in July 2024, Carolina has applied for over 20 jobs. In October, she received several job offers and ultimately secured a position as a School Administrator at Shacklewell Primary School in Hackney. This achievement marks a significant milestone in her journey, highlighting her resilience and determination.

Teachers, support staff and volunteers

EFA is grateful to our dedicated team of staff and volunteers. All our teachers are experienced, at least CELTA-qualified (or equivalent) and trained in our participatory methods. Our volunteers support the teachers as teaching assistants, help at events, contribute to campaigning work, run conversation clubs, support small groups and individuals and sometimes offer operational support. In 2024-25 we had five non-teaching staff members supporting with community organising, management, finance, comms, fundraising and HR.

Moving into 2025/26 we have 14 permanent members of staff, including nine teachers-organisers: Dermot Bryers, Becky Winstanley, Adela Belecova, Kasia Blackman, Lucie Vyhnačková, Anne McConnell, Julie Begum, Shah Ahmed and Güneş Güven. Gina Rodriguez is our Operations Lead. Anna Kostyrina leads fundraising and comms work and in January, we welcomed Fiona Norris, as Partnerships Executive, Chelsea Joseph and Erica Scott as community organisers. We also have Farhana Azad in the wider team, running walk and talk activities in Tower Hamlets. We are very grateful to Kolpana Begum, Aldjia Koucem, Rachael Akanji and Shahnaz Begum for providing EFA classes with

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creches.

Our group of 31 volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. They are a diverse group, with a range of linguistic and ethnic backgrounds, educational backgrounds, ages and motivations. A group of volunteers from King's College London, mostly students and some staff, joined us this year working on a new project in partnership with the University called EmpowerESOL. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Adela and Kasia, end up joining the EFA team as teachers-organisers.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded directly by some of our partner institutions (this year for example, St. Katherine Cree Church, St. Martin's Plaistow and the Voice of Domestic Workers) to provide courses for their members. We had a relatively small amount of Erasmus+ funding in 2024-25 for Community Organising for All. We are grateful to individual givers, who donated £760.83.

This year we were able to step up community organising work while developing students' language skills thanks to support from trusts and foundations, including United Saint Saviour's Charity, People's Health Trust, Disrupt Foundation, Society of the Holy Child Jesus CIO, AB Charitable Trust, National Lottery Awards for All, Mercers' Company, Garfield Weston Foundation and City Bridge Foundation. These included organising to improve access to ESOL, to improve migrant access to primary health care in south-east London, worker organising and stepping up action for housing justice in Tower Hamlets.

Continued funding from the Walcot Foundation and the Henry Smith Charity in Southwark and Lambeth enabled us to continue to support our students to better understand their housing rights, help each other to defend them and to organise for change. It's brilliant to be able to commit more resources to one of the most pressing problems our students experience.

We are immensely grateful to all the trusts and foundations (listed on page 44) who have supported our work across our community hubs: Wandsworth, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney.

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved
<ul style="list-style-type: none"> Secure funding to continue our work in at least six of the seven existing community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces. 	<p>We sustained work in our six boroughs and added new partnerships most notably with King's College London to run the EmpowerESOL project and Katherine Cree Church to run their Saturday ESOL. Online classes continued to be popular.</p>
<ul style="list-style-type: none"> Raise around £390,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate. 	<p>Income 2024/25 was £564,000 – higher than predicted due to some unexpected new contracts and income allocated to next year arriving this year.</p>
<ul style="list-style-type: none"> Run at least 28 ESOL courses, reaching 500 participants over the course of the year 	<p>30 weekly classes, including the conversation club and walk and talk and 534 unique participants</p>
<ul style="list-style-type: none"> Write up and share research into participatory ESOL 	<p>We continued to publish reports and working papers through the Hub for Education and Language Diversity, a partnership between teacher-researchers at EFA and academics at King's College London.</p>

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<ul style="list-style-type: none"> ● Convert agreements with local councils to policies and actions that improve ESOL in London and look for opportunities to have an impact nationally. 	<p>Progress locally continues, especially in Greenwich, Southwark, Hackney and Lambeth and EFA continues to participate in the Coalition for Language Education, a UK-wide network.</p>
<ul style="list-style-type: none"> ● Maintain balance of online and face-face courses, looking for opportunities to start classes in community locations where the need is great 	<p>A greater proportion of our classes are now in-person again, five years after the pandemic forced us to go 100% online. A significant number of weekly online sessions remain (seven) and are really popular, especially with shift workers.</p>
<p>Nearly achieved objective:</p>	
<ul style="list-style-type: none"> ● Run at least three online trainings for individuals and six for organisations 	<p>Six external training delivered in London, Bristol and Manchester. We decided to cut the online training for individuals, with less demand for this and also less impact than working with groups who can then work together subsequently to put in place what they have learned.</p>
<ul style="list-style-type: none"> ● Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment. 	<p>At the end of the year we had a strategy day including all sections of our community and now need to put proposed tweaks and changes into operation.</p>
<p>Room for improvement / did not achieve:</p>	
<p>Original objective for year:</p>	<p>Achieved?</p>

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<ul style="list-style-type: none"> Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference 	<p>We delivered some trainings outside of London but paused the community of practice and did not hold an annual conference in 2025 due to lack of specific funding and capacity</p>
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Summary of our courses in 2024-25

Group and Location	Teacher(s)	Number of hours	Number of participants	Funder
Greenwich Robert Owen Children's centre 1[Lucie	90	26	Greenwich Healthier Communities, Awards for All, KeolisAmey Docklands, Thameslink YSYCI Fund
Greenwich online	Lucie	90	27	Greenwich Healthier Communities
Star of Greenwich/ National Maritime Museum	Lucie	72	34	Greenwich Healthier Communities, Awards for All, KeolisAmey Docklands, Thameslink YSYCI Fund
Wandsworth (online)	Dermot	48	23	Wimbledon Foundation, Wandsworth Borough of Sanctuary
Wandsworth conversation club	Ben, Sharon and Amelia	57	21	Volunteer-run

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Wandsworth Walk & Talk (Battersea)	Dermot	36	13	GLA, Wimbledon Foundation, Wandsworth Borough of Sanctuary
Wandsworth Reading group	Paul	54	11	Volunteer-run
Southwark Saturday school (morning)	Kasia	72	25	Society of the Holy Child Jesus
Southwark Saturday School 2 (afternoon)	Adela	72	35	Henry Smith
Time and Talents (online)	Adela	72	21	United Saint Saviour's / Southwark Charities
Salvation Army, Camberwell, Southwark	Kasia	72	30	Henry Smith/
Walworth Living Room	Anne	72	21	Henry Smith
Oliver Goldsmith	Anne	48	16	Oliver Goldsmith School / Peckham Settlement
Southwark Works	Kasia	24	15	Southwark Works

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Chisenhale School, Tower Hamlets	Becky	100	20	Disrupt Foundation People's Health Trust (Active Communities) Wakefield and Tetley
Chisenhale 2	Becky Julie	100	21	Disrupt Foundation People's Health Trust (Active Communities) Wakefield and Tetley
Chisenhale Art place	Becky Julie	18	9	People's Health Trust (Discrimination and Health)
St. Katherine Cree Church	Julie	48	34	St. Katherine Cree Church
Henry Cavendish Primary School, Streatham	Adela	90	22	Walcot Foundation
Henry Fawcett Children's Centre	Kasia	60	24	Walcot Foundation
Latin American Women's Aid, (LAWA) Hackney beginner	Anne	72	20	West Hackney Parochial Charity

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Latin American Women's Aid, (LAWA) Hackney ESOL for Work	Anne	72	15	Mercers
Voice of Domestic Workers	Anne	120	51	Voice of Domestic Workers
St. Martin's Plaistow	Lucie and Gunes	40	24	St. Martin's Church
Young Roots	Anne	18	19	Young Roots
St. Mary's Primary School, Lewisham	Lucie	32	17	St. Mary's Primary School
EmpowerESOL	Shah	108	42	King's Impact Fund
Totals		3171	636*	

* 102 students attended more than one course this year so we had 534 participants who attended at least 5 sessions

Achievements in relation to our goals and aims (see page 9)

1. Provide participatory, action-oriented ESOL classes
2. Build power through community organising
3. Take action together on the issues our communities care about
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

Aims

1. Provide participatory, action-orientated ESOL classes

We reached 534 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2024 to July 31st 2025; this is 28 fewer than the previous year. We moved in the direction of more in-person classes, while keeping some online, as participants generally tell us that they prefer in-person and EFA teachers generally feel the learning and community building outcomes are stronger.

95% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. Teachers assess their students regularly, both formally and informally and their assessment supports the students' evaluations. 104 students completed exams - we give students the choice - and 98% passed achieving a nationally recognised qualification.

Over hundred students took action outside of the classroom, standing up for their rights to safe, affordable accommodation, fair pay and decent contracts or to demand more accessible ESOL classes for themselves and their communities. Our classes helped them participate more actively in the organisations they belong to such as the Voice of Domestic Workers, St. Martin's Church, St. Katherine Cree Church, or the IWGB Trade Union.

2. Build power through community organising

Our community organising work resulted in new partnerships, such as with St Katherine Cree Church and St. Mary's Primary School in Lewisham, campaign wins (especially the Living Wage Campaign and housing conditions) and change at the individual level, as our participants developed new skills and confidence.

EFA London Trustees' report

EFA students, volunteers, trustees and teacher-organisers participated actively in Southwark, Lambeth, Greenwich and Hackney Citizens, joining leadership teams to help make decisions about the collective priorities of the alliances. Alongside fellow South London Citizens members EFA made progress with the migrant access to the NHS and secured support for our participants' priorities through the South London Listens project. The South-east London Integrated Care Board (ICB) agreed to scrap expensive and useless GP letters to support housing applications and both ICBs (SW and SE) allocated NHS land for affordable housing.

Community organising methods have helped EFA students learn about their housing rights, change their circumstances and bring about institutional and systemic change. In Tower Hamlets, students gained support from their local MP, who visited the class as well as councillors. This helped the group to meet with and negotiate changes from the social landlord that many of the students rent from.

3. Take action together on the issues our communities care about

Over a hundred students, teachers, trustees and volunteers took action with EFA to effect change across our four (interrelated) main priorities: housing, work and wages, access to ESOL and health.

Our action teams continued to use theatre methods in creative actions on decision-makers. Two highlights were the housing action in December to secure agreement from NHS leaders to work with community groups to make a housing action plan. Poor housing conditions are driving physical and mental ill health across London and migrants are disproportionately impacted. In June, EFA students developed a play to demonstrate the specific barriers to accessing ESOL classes and performed it at City Hall in front of ESOL policymakers and allies from across the sector (see case study, page 23).

The Living Wage Campaign goes from strength to strength and EFA students have been closely involved, finally securing a Living wage for workers at the National Theatre, the British Film Institute and NHS England after taking action alongside Citizens UK allies at Christmas in February and in May.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

This is probably the objective that took a little more of a backseat this year, with the vast majority of our resources spent on direct delivery of ESOL classes, community organising and campaigning with our students. It has been hard to raise money for influencing others and sharing best practice.

Nevertheless we have made some progress, most notably through our participation in the Hub for Education and Language Diversity alongside colleagues at King's College London. This year we ran three seminars on decoloniality and participatory pedagogy, Participatory ESOL Taking Stock (dissemination of our most recent research) and ESOL in a Changing Political Landscape for over 100 practitioners and researchers.

We also delivered six training sessions for around 100 ESOL teachers and volunteers in Bristol, London and Manchester on different elements of participatory ESOL and multilingual community organising..

5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

We would like to raise more money to fund our campaigning activities but have made solid progress with little resource. ESOL provision in London is in better shape than it was before we started the #LoveESOL campaign in 2017. The GLA take it more seriously with the Mayor of London claiming to have prioritised ESOL more than any other part of the country has - at the beginning of his first term he rarely, if ever, mentioned it. There is so much more to be done but now there is an ESOL coordinator, far more generous eligibility criteria enabling thousands more students to access free classes, a website with information about classes and more money spent on classes - all demands we have put to the Mayor directly or to his Deputy Mayors.

This year we engaged with Deputy Mayor Howard Dawber directly (see below), stepped up our work with staff at City Hall and built strong relationships with councillors and staff at Hackney, Lambeth, Southwark and Greenwich councils. We are currently working with Lambeth and Hackney to set up a joint project, alongside the GLA, Natecla and ELATT to develop plans for an ESOL advice service - a single point of contact (SPOC) managed by the council to support potential students find classes.

Case study 2: Theatre at City Hall

On June 24th EFA's #LoveESOL team engaged Deputy Mayor Howard Dawber and ESOL policy-makers inside and outside of the GLA with a theatre performance at City Hall, highlighting the barriers to ESOL and hinting at solutions.

The team of students drawn from multiple classes worked together for months to develop the play and plan the event. The play showed how a lack of English can cause problems accessing NHS services and navigating Job Centre interactions and also that ESOL providers don't know enough about local provision to be able to refer people to classes that suit them, for example where they might find a creche.

After the play we focussed specifically on one potential solution, the Single Point of Contact (SPOC) and heard evidence from local authorities that had piloted a SPOC or used one in the past. A SPOC would be a local authority service that takes responsibility for matching demand for ESOL to supply. Someone, or a team of people, at the Council would map local provision and recruit, assess and refer students to the right class. Every council in London should have a SPOC and we want the GLA and perhaps other public services to help make it happen.

The impact of the work on the participants was profound. All of the group told us it made them feel more powerful, more confident and proud of themselves.

EFA has really leaned into participatory theatre in recent years and it has become increasingly core to our work. It helps develop language skills and confidence, raise awareness of issues, deepen understanding of problems and develop solutions. At our strategy day at the end of the year we resolved to recognise and continue this and build it into more of our work.

Looking ahead

In 2025-26 we aim to continue our work across our six community hubs, sustaining classes in order to create deep links with our students and local communities. We aim to develop our new strategy to explore a national campaign for better ESOL provision, developing an initial teacher training programme in participatory ESOL, make theatre work more integral to our language learning and organising and improve student participation in decision-making across the organisation.

- Secure funding to continue our work across our six existing community hubs, running a combination of online and face-face classes, walk and talks, theatre groups, conversation clubs and organising spaces.
- Raise at least £450,000 to sustain the work we're doing and expand our ESOL campaigning work
- Run at least 28 weekly ESOL courses, walk and talk groups and conversation clubs reaching 500 participants over the course of the year
- Get agreements from at least two local authorities to fund and staff a Single Point of Contact ESOL service
- Explore starting or joining a national campaign to improve ESOL funding with suitable partners like Natecla, the Bell Foundation, the UCU and/or Citizens UK
- Run at least six trainings sessions for external organisations for over 80 trainees
- Develop and accredit an initial teacher training programme
- Write up, share and begin to implement our 2025-2028 strategy
- Improve student participation in strategy and decision making through project steering groups and strategy teams
- Support 300 people to find ESOL courses and other training through the ESOL fairs
- Bring together 20+ ESOL providers through ESOL fairs and work with some on ESOL campaigning, partnership work and mutual support

Trustees and Governance

Key points at a glance:

Delivery:

- Exceeded our objectives for the year in terms of number of classes delivered and participants supported, with 24 ESOL courses delivered across seven boroughs and 534 people attending at least five of our sessions.
- Continued to improve accessibility to learning, with 56% of our participants accessing ESOL provision for the first time through EFA and 95% of students surveyed reporting improved English skills and confidence. This year EFA also held two adult education fairs and two workshops on local ESOL access, reaching almost 400 people and with 217 people finding new courses as a result of this outreach.
- Developed new partnerships, including with King's College to run the Empower ESOL project and with St Katherine Cree Church to provide ESOL and organising training for low paid workers at the church; work we hope to expand next year with a similar project at a church in Southwark.
- Alongside members of Citizens UK and the IWGB Union, EFA students continue to drive the Living Wage Campaign, with successful action this year that resulted in both the British Film Institute and NHS England both agreeing to pay the Real Living Wage in 2024/25.
- Expanded our participatory theatre work with the development of a teacher-student theatre group who delivered a performance at City Hall in June 2025 in front of ESOL policy-makers, highlighting barriers to ESOL and proposed solutions for improved access.

Governance:

- Four trustees stepped down during the year and the Board would like to express our thanks to Daniel Michael Grütters, Isolda Libório, Larysa Agbaso and Jessica Walker for their contribution to EFA.
- We also recruited three new trustees to the Board, all due to start in August 2025: Eva Luna Vargas Díaz, Valerie Anne Quinn and Vivien Frances Life.
- Departing trustee Jessica Walker also held the post of EFA Treasurer. We undertook a recruitment for a new Treasurer, and look forward to welcoming Valerie Anne Quinn to the role from August 2025.
- The Board worked with the Executive Team on planning for the organisational strategy refresh and preparation for the strategy day in July 2025.

Operations:

- EFA exceeded its fundraising target for the year, raising £564,308 in total, a particularly significant success given the challenging fundraising environment.
- We completed the annual in-depth review of EFA's risk register.

EFA London Trustees' report

With EFA London's 2024-2025 Annual Report, it's clear that we remain committed to building on our existing work to create meaningful connections with students and local communities, making sure ESOL remains accessible and impactful, and empowering students to take action on the issues that matter the most.

After a somewhat turbulent two years in 2022-2023 and 2023-2024, as EFA navigated a period of expansion and retraction during and after the pandemic, 2024-2025 has been a period of greater stability in terms of both delivery and operations. We are proud of the many achievements EFA has reached in this past year, including but not limited to, the number of classes delivered and number of participants supported, the development of new partnerships, the commitment to campaigning for improved ESOL provision, ongoing work with local authorities, further development of innovative approaches, and the organisation's continued contribution to the participatory ESOL community.

2024-2025 was also a positive year in terms of fundraising, as EFA raised £564,308 in total, exceeding our target for the year. Given the ongoing challenges in the fundraising environment, and difficulty raising money in the previous two financial years, this is a particularly significant outcome and the trustees wish to extend our thanks to the Finance and Fundraising team, and all EFA staff, for all their efforts to achieve this. We remain immensely grateful to all the funders who support our work.

As we near the end of our 2022-2025 strategy, EFA has started work on preparing a refreshed strategy for the next three year period. The wider environment is challenging, both economically and politically, and demand for our classes and activities remains high. Yet our core mission is consistent, as EFA works to support migrants in the UK to gain the language, skills and networks they need to change their lives and communities for the better. Following an engaging strategy day in July 2025, led by the executive team, and involving staff, trustees, participants and volunteers, in which we reviewed EFA's journey and current strategy and discussed what we collectively wanted to preserve and where we would be open to changes in direction, we are now working on finalising an updated strategy for the next period to enable EFA to continue working towards this mission.

Going into 2025-2026, EFA has 12 permanent members of staff, including nine Teachers-Organisers, alongside our Operations Lead, Fundraising and Communications Lead and Partnerships Executive. In addition, we are grateful to colleagues who support with vital activities including provision of creche services to EFA classes and management of the walk and talk activities. The trustees would also like to extend their thanks to the team of 31 volunteers who continue to provide valuable support to the teachers, and bring new ideas and energy into the organisation, contributing much to the achievements of EFA in the past year. We continue with the model of an executive team, rather than a single chief executive. During 2024-2025 the executive team was made up of two members (Adela Belecova and Dermot Bryers) with plans to expand to three members in 2025-2026.

The past year has been one of change for the Trustee Board at EFA. We said goodbye to four trustees who stepped back from the Board, and launched a recruitment drive for three new Trustees, including a replacement Treasurer. We are excited to welcome three new members to the Board from August 2025, each of whom bring fresh perspectives and new skills to the trustee group, and extend our deep gratitude to the four departing members for all their contributions to EFA over many years. As we manage this change at Board level, we hope to build on the 2024-2025 work undertaken on governance improvement and strengthening our collaborative decision-making approach. Looking ahead, we

EFA London Trustees' report

remain committed to further diversifying our governance structures, and bringing in a wide range of perspectives and expertise to help guide EFA in this ever-changing landscape.

Board meetings:

The board has developed a regular agenda, with different themes for different quarters, and staff have continued to prepare updates and detail before meetings, in order to focus meeting time on discussion of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

- **October 2024:** Discussion on EFA decision-making processes and role of the Board
- **January 2025:** Review of EFA risk matrix and key EFA policies
- **April 2025:** EFA Strategy and plans for strategy refresh
- **July 2025:** Review of the year and preparation for Annual Report

Statement on public benefit

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

The executive team's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

Last year the Board agreed a new reserves policy to cover unforeseen events and uncertainties in funding to cover 3-9 months of approximate running costs. In the case that reserves either rise above 6 months or fall below 4 months, for a period of longer than 30 days, it is EFA policy to notify the Board in order to support strategic decision-making. At the end of July 2025, total reserves amounted to £241,516 which equates to approximately 6 months of core running costs. This is the mid-range of our policy. Reserve levels continue to be closely monitored.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.
2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

**EFA London
Trustees' report**

Statement of Trustees' responsibilities

The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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 the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for 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.

Approved by the trustees of the charity on 10 April 2026 and signed on its behalf by:



Melanie Cooke (on behalf of the board of trustees)

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of EFA London 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.

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')



.....
Tim Sullivan FCA
Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

Date: 15/4/21.....

EFA London
Statement of Financial Activities for the Year Ended 31 July 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:							
Donations and legacies	3	129,513	282,115	411,628	153,301	231,351	384,652
Charitable activities	4	149,763	-	149,763	69,203	-	69,203
Investment income	5	2,917	-	2,917	2,408	-	2,408
Total income		<u>282,193</u>	<u>282,115</u>	<u>564,308</u>	<u>224,912</u>	<u>231,351</u>	<u>456,263</u>
Expenditure on:							
Charitable activities	6	<u>(282,826)</u>	<u>(248,293)</u>	<u>(531,119)</u>	<u>(161,924)</u>	<u>(226,530)</u>	<u>(388,454)</u>
Total expenditure		<u>(282,826)</u>	<u>(248,293)</u>	<u>(531,119)</u>	<u>(161,924)</u>	<u>(226,530)</u>	<u>(388,454)</u>
Net movement in funds		(633)	33,822	33,189	62,988	4,821	67,809
Reconciliation of funds							
Total funds brought forward		242,149	61,508	303,657	179,161	56,687	235,848
Total funds carried forward	16	<u>241,516</u>	<u>95,330</u>	<u>336,846</u>	<u>242,149</u>	<u>61,508</u>	<u>303,657</u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2024 is shown in note 16.

EFA London
(Registration number: 06909738)
Balance Sheet as at 31 July 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	1,731	2,766
Current assets			
Debtors	13	38,162	9,725
Cash at bank and in hand		<u>327,374</u>	<u>303,994</u>
		365,536	313,719
Creditors: Amounts falling due within one year	14	<u>(30,421)</u>	<u>(12,828)</u>
Net current assets		<u>335,115</u>	<u>300,891</u>
Net assets		<u>336,846</u>	<u>303,657</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		95,330	61,508
Unrestricted income funds			
Unrestricted funds		<u>241,516</u>	<u>242,149</u>
Total funds	16	<u>336,846</u>	<u>303,657</u>

For the financial year ending 31 July 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 31 to 47 were approved by the trustees, and authorised for issue on 10 April 2026 and signed on their behalf by:

Melanie Cooke

.....
Melanie Cooke
Trustee

The notes on pages 34 to 47 form an integral part of these financial statements.

EFA London
Statement of Cash Flows for the Year Ended 31 July 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income		33,189	67,809
Adjustments to cash flows from non-cash items			
Depreciation		2,211	1,917
Investment income	5	<u>(2,917)</u>	<u>(2,408)</u>
		32,483	67,318
Working capital adjustments			
(Increase)/decrease in debtors	13	(28,437)	11,924
Increase/(decrease) in creditors	14	7,126	(3,941)
Increase in deferred income		<u>10,467</u>	<u>-</u>
Net cash flows from operating activities		<u>21,639</u>	<u>75,301</u>
Cash flows from investing activities			
Interest receivable and similar income	5	2,917	2,408
Purchase of tangible fixed assets	12	(1,176)	(84)
Sale of tangible fixed assets		<u>-</u>	<u>1,304</u>
Net cash flows from investing activities		<u>1,741</u>	<u>3,628</u>
Net increase in cash and cash equivalents		23,380	78,929
Cash and cash equivalents at 1 August		<u>303,994</u>	<u>225,065</u>
Cash and cash equivalents at 31 July		<u>327,374</u>	<u>303,994</u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 34 to 47 form an integral part of these financial statements.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

110 Hassocks Road
London
SW16 5EZ

These financial statements were authorised for issue by the trustees on 10 April 2026.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Gifts in kind

Gifts in kind are recognised in different ways dependent on how they are used by the charity:

- (i) Those donated for resale produce income when they are sold. They are valued at the amount actually realised.
- (ii) Those donated for onward transmission to beneficiaries are included in the Statement of Financial Activities as incoming resources and resources expended when they are distributed. They are valued at the amount the charity would have had to pay to acquire them.
- (iii) Those donated for use by the charity itself are included when receivable. They are valued at the amount the charity would have had to pay to acquire them.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	4 year straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies;				
Donations and legacies	2,976	-	2,976	3,751
Gift aid reclaimed	55	-	55	67
Grants, including capital grants;				
The Henry Smith Charity	-	60,000	60,000	60,000
City Bridge Foundation	6,250	-	6,250	12,150
United Saint Saviour's Charity	-	1,667	1,667	18,333
People's Health Trust	-	33,838	33,838	17,607
The Peckham Settlement	-	2,998	2,998	-
Walcot Foundation	-	29,352	29,352	24,714
Allen & Overy Foundation	9,955	-	9,955	-
The Stef Philips Foundation	-	2,000	2,000	-
The London Community Fund	-	9,962	9,962	-
Wakefield and Tetley Trust	-	5,000	5,000	-
Groundwork London - Greenwich	-	18,136	18,136	4,969
Hackney Parochial Charities	-	6,111	6,111	-
The National Lottery Community Fund	-	-	-	20,000
WF Southall Trust	-	3,000	3,000	3,000
Wandsworth Council	-	9,050	9,050	-
Garfield Weston Foundation	-	-	-	30,000
AB Charitable Trust	40,000	-	40,000	-
The Mercers' Company	-	-	-	30,000
London Legacy Development Corporation	-	-	-	13,538
Hackney Council	-	500	500	9,939
Erasmus Plus - COFA	-	24,266	24,266	18,022
Citizens UK	-	1,600	1,600	-
Migrant Help	-	-	-	4,998
Greater London Authority	-	39,635	39,635	26,309
Thomas Wall Trust	-	5,000	5,000	5,000
Society of the Holy Child Jesus	-	-	-	15,000
The Disrupt Foundation	-	20,000	20,000	9,922
Souter Charitable Trust	3,000	-	3,000	2,595
Govia Thameslink Railway	-	10,000	10,000	-
The Big Red Kick	-	-	-	500

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Schroder Charity Trust	-	-	-	5,000
KeolisAmey Dockland Community Fund	1,667	-	1,667	6,668
Gifts in kind	65,610	-	65,610	42,570
	<u>129,513</u>	<u>282,115</u>	<u>411,628</u>	<u>384,652</u>

4 Income from charitable activities

	Total 2025 £	Total 2024 £
Courses and classes	61,256	30,890
Contractual income	88,507	38,313
	<u>149,763</u>	<u>69,203</u>

5 Investment income

	Total 2025 £	Total 2024 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>2,917</u>	<u>2,408</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

6 Expenditure on charitable activities

	Total 2025 £	Total 2024 £
Consultants fees and creche support	10,092	27,492
Fundraising costs	1,339	-
Staff training	2,637	2,388
Staff welfare	1,363	2,371
Books, course materials and other project costs	22,488	6,551
Subscriptions	1,254	-
Depreciation of office equipment	2,211	1,917
Staff costs	437,755	312,042
Support costs	51,980	35,693
	<u>531,119</u>	<u>388,454</u>

In addition to the expenditure analysed above, there are also support costs of £51,980 (2024 - £35,693) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of support costs

Support costs

	Total 2025 £	Total 2024 £
(Profit)/loss on disposal of tangible fixed assets	-	(317)
Rent and rates	3,155	4,398
Room costs gifted in kind	38,250	17,280
Insurance	205	446
Printing, postage and stationery	-	786
Sundries	839	48
Travel, trips and refreshments	999	6,008
Independent examination	2,778	2,640
Computer software and maintenance costs	5,754	4,404
	<u>51,980</u>	<u>35,693</u>

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2025

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	360,248	253,123
Social security costs	28,542	18,752
Pension costs	21,605	14,877
Volunteer hours gifted	27,360	25,290
	<u>437,755</u>	<u>312,042</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Charitable activities	<u>9</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Related party transactions

There were no related party transactions in the year.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 August 2024	7,667	7,667
Additions	<u>1,176</u>	<u>1,176</u>
At 31 July 2025	<u>8,843</u>	<u>8,843</u>
Depreciation		
At 1 August 2024	4,901	4,901
Charge for the year	<u>2,211</u>	<u>2,211</u>
At 31 July 2025	<u>7,112</u>	<u>7,112</u>
Net book value		
At 31 July 2025	<u>1,731</u>	<u>1,731</u>
At 31 July 2024	<u>2,766</u>	<u>2,766</u>

13 Debtors

	2025 £	2024 £
Trade debtors	150	-
Prepayments	3,392	1,924
Accrued income	34,620	7,474
Other debtors	<u>-</u>	<u>327</u>
	<u>38,162</u>	<u>9,725</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	2,753	-
Other taxation and social security	10,359	4,484
Other creditors	3,766	1,941
Accruals	3,076	6,403
Deferred income	10,467	-
	<u>30,421</u>	<u>12,828</u>

	2025
	£
Resources deferred in the period	10,467

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £21,605 (2024 - £14,877).

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

16 Funds

Current year

	Balance at 1 August 2024 £	Incoming resources £	Resources expended £	Balance at 31 July 2025 £
Unrestricted				
<i>General</i>				
General Funds	242,149	282,193	(282,826)	241,516
Restricted				
Greater London Authority	-	39,635	(36,925)	2,710
Thomas Wall Trust	2,083	5,000	(5,000)	2,083
Henry Smith Charity	25,000	60,000	(76,634)	8,366
United Saint Saviour's Charity	-	1,667	(1,667)	-
People's Health Trust	2,491	33,838	(26,544)	9,785
The Peckham Settlement	-	2,998	(2,998)	-
Walcot Foundation	9,767	29,352	(10,531)	28,588
The Stef Philips Foundation	-	2,000	-	2,000
The London Community Fund	-	9,962	(830)	9,132
Wakefield and Tetley	-	5,000	(4,583)	417
Groundwork London	3,033	18,136	(15,330)	5,839
West Hackney Parochial Charity	-	6,111	(6,111)	-
WF Southall Trust	-	3,000	-	3,000
Wandsworth Council	-	9,050	(5,279)	3,771
Hackney Council	-	500	(959)	(459)
Erasmus Plus - COFA	-	24,266	(24,266)	-
Citizens UK	-	1,600	(1,600)	-
The Disrupt Foundation	4,134	20,000	(4,239)	19,895
Society of the Holy Child Jesus	15,000	-	(14,797)	203
Govia Thameslink Railway	-	10,000	(10,000)	-
	<u>61,508</u>	<u>282,115</u>	<u>(248,293)</u>	<u>95,330</u>
Total funds	<u>303,657</u>	<u>564,308</u>	<u>(531,119)</u>	<u>336,846</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

Previous year

	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Balance at 31 July 2024 £
Unrestricted				
<i>General</i>				
General Funds	179,161	224,912	(161,924)	242,149
Restricted				
Migrant Help	-	4,998	(4,998)	-
Greater London Authority	-	26,309	(26,309)	-
Thomas Wall Trust	-	5,000	(2,917)	2,083
Henry Smith Charity	25,000	60,000	(60,000)	25,000
United Saint Saviour's	1,667	18,333	(20,000)	-
People's Health Trust	3,667	17,607	(18,783)	2,491
Walcot Foundation	9,767	24,714	(24,714)	9,767
Groundwork London	-	4,969	(1,936)	3,033
Hackney Parochial Charities	6,647	-	(6,647)	-
WF Southall Trust	-	3,000	(3,000)	-
London Legacy Development Corporation	-	13,538	(13,538)	-
Hackney Council	9,939	9,939	(19,878)	-
Erasmus Plus - COFA	-	18,022	(18,022)	-
The Disrupt Foundation	-	9,922	(5,788)	4,134
Society of the Holy Child Jesus	-	15,000	-	15,000
	<u>56,687</u>	<u>231,351</u>	<u>(226,530)</u>	<u>61,508</u>
Total funds	<u>235,848</u>	<u>456,263</u>	<u>(388,454)</u>	<u>303,657</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

The specific purposes for which the funds are to be applied are as follows:

Greater London Authority - Towards 'Skills for Londoners Community Outreach' programme.

Thomas Wall Trust - Towards 'Hackney Hub' programme.

Henry Smith Charity - Towards 'Improving Live' project.

United Saint Saviour's Charity - Funding ESOL classes and community organising in Southwark.

People's Health Trust - Towards 'Tower Hamlets Housing Action' project and 'Discrimination and Health' funding.

The Peckham Settlement - Towards ESOL classes and community organising workshops.

Walcot Foundation - Towards 'Learn and Thrive' programme aiming low-income Lambeth residents.

The Stef Philips Foundation - Funds directed to beneficiaries with refugee status.

The London Community Fund - ESOL training sessions for 40 asylum seekers living in Wandsworth.

Wakefield and Tetley - Towards 'Housing Action Group' pilot project in Tower Hamlets.

Groundwork London - Funding 'ESOL on the Move' and 'ESOL for Refuge' projects.

West Hackney Parochial Charity - Towards 'Learn and Thrive' project.

WF Southall Trust - Funds to support the 'Brent' course.

Wandsworth Council - Towards 'Walk and Talk' project.

Hackney Council Funding 'Refugee Week' programme.

Erasmus Plus - COFA - Erasmus Plus - International 'Community Organising for All' research and training programme.

Citizens UK - Towards 'Be Well' programme in Greenwich and Lambeth.

The Disrupt Foundation - To support the charity's 'Tower Hamlets Housing Action Group'.

Society of the Holy Child Jesus - Towards the 'ESOL for Community' programme.

Govia Thameslink Railway - To run 27 week ESOL course and a weekly 'Be Well' hub session in April - December 2024 period.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2025

17 Analysis of net assets between funds

Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2025 £
Tangible fixed assets	1,731	-	1,731
Current assets	270,206	95,330	365,536
Current liabilities	(30,421)	-	(30,421)
Total net assets	<u>241,516</u>	<u>95,330</u>	<u>336,846</u>

Previous year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2024 £
Tangible fixed assets	2,766	-	2,766
Current assets	252,211	61,508	313,719
Current liabilities	(12,828)	-	(12,828)
Total net assets	<u>242,149</u>	<u>61,508</u>	<u>303,657</u>

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2024

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

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EFA London

Reference and Administrative Details

Trustees	Larysa Agbaso Melanie Cooke Sho Konno Fella Meftah Lella Kate Mulloy Annalibera Refuto Jessica Walker
Secretary	Dermot Bryers
Charity Registration Number	1133268
Company Registration Number	06909738
Registered Office	The charity is incorporated in England and Wales . 108 Battersea High Street London England SW11 3HP
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Blackheath SE3 ORB

EFA London
Annual Report

1st August 2023 – 31st July 2024

Charity Number: 1133268

Company Number: 06909738

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CPD

Continued Professional Development

EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NCIL	Neighbourhood Community Infrastructure Levy
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2021. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law.

Marwa Belghazi ¹	
Dr. Melanie Cooke	Chair
Daniel Michael Grütters	
Larysa Agbaso	
Sho Konno	
Jessica Walker	Treasurer
Fella Meftah	
Annalibera Refuto	
Leila Mulloy	
Isolda Libório	

Company Secretary	Dermot Bryers
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Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office	Katherine Low Settlement, 108 Battersea High Street, SW11 3HP
Accountants	Field Sullivan Limited, 9 Hare and Billet Road, Blackheath, London, SE3 0RB
Bankers	The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Website	www.efalondon.org

¹ Resigned from the board 17th January 2024

Executive Team Statement

EFA London (English for Action) exists to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, and must be, and often are, at the forefront of action to make our society fairer and more equal.

Our classes, training and activities have seen good numbers. This year immigration was estimated to be around 1.2m, according to the Office for National Statistics, which is close to the all-time high. Funding for ESOL (English for Speakers of Other Languages) classes has remained relatively stable, but evidence from providers suggests that demand is still higher than supply. This year, we have been involved in a project funded by the GLA to help people find classes in ESOL and other courses. Over 200 people attended our three adult education fares, held in Southwark, Lambeth and Tower Hamlets.

It was a very busy year, in terms of political change and our communities participating in those processes. In April, EFA students, teachers and volunteers joined nearly 2000 others at the London Citizens mayoral accountability assembly at Methodist Central Hall. We were not only spectators but had been involved throughout the process, developing the manifesto that included demands around three themes, vitally important to our community; work and wages, housing and migrant rights. Sadiq Khan agreed to work with us to further promote the Living wage and Living Hours (a campaign for decent stable contracts), support asylum seekers to access free bus travel and make further improvements to ESOL provision. Shortly after the London election, we held our annual #LoveESOL day and wrote to Deputy Mayor Howard Dawber, who agreed to meet with us to discuss our ideas for improving access to ESOL classes in the capital. In July there was a change in government, EFA was pleased to see the end of the Rwanda Scheme, something we campaigned against – many of our participants are asylum seekers and may have been directly affected.

EFA students have been integral to the Living Wage Campaign, something we have been involved with since we set up. A group of our students, who work as cleaners in low paid jobs, performed at the assembly in front of the Mayor, bringing to life themes of low pay and precarious work. The short play was many people's highlight of the evening and the team of five felt empowered using their English and their personal stories to create change. The next month, the team adapted their play for a campaign to encourage the National Theatre to pay the Real Living Wage, alongside other creative and cultural institutions on London's Southbank. They performed it on the Southbank directly in front of the Theatre alongside a demand for the Director to meet with us. After a year of silence, they responded three days later and shortly after agreed to accredit with the Living Wage Foundation. This work combined brilliantly with an international project called Community Organising for All, where we have worked with three European partners to trial and learn more about methods that can help include migrants with low levels of the national language in community organising and activism.

We would like to thank all our staff, participants, trustees, volunteers, donors and funders for their support this year, especially colleagues Ariel Aguilar, Stephanie Habib and Fatime Jadallah who moved on to pastures new after several successful years with EFA.

Signed,



on behalf of the Executive Team (Adela Belecova and Dermot Bryers)

2023-24 Key achievements at a glance

ESOL

- 562 people attended at least five of our sessions (39 than last year)), with 52% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- 93% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 24 ESOL courses in seven boroughs (four fewer courses than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, and Tower Hamlets and starting a new one in Newham
- Continued Walk and Talk groups in Wandsworth and one in Tower Hamlets to support participants’ mental and physical health and language skills.
- Participatory ESOL trainings delivered to six external organisations
- Maintained a monthly meet up for 15 ESOL teachers from around the country to help support the development of participatory ESOL outside of London.

Community Organising and Action

- New project started to build relationships with ESOL providers in our main community hubs and improve access to ESOL locally. 2 adult education fairs and 2 workshops reaching over 230 people. 97 people found new courses as a result.
- Over 150 ESOL students from across London and 40 teachers and volunteers came together to strategise the next steps for the #LoveESOL campaign and to celebrate our achievements so far.
- Continued the Community Organising for All project with three partner organisations from Italy, Slovenia and Serbia and ran training in London for 20 people. The project is helping to learn more about organising in multilingual and multicultural contexts. We will do research together, learn new methods and create resources for other practitioners. We launched a new website with materials for community organisers in October, following a pilot project to test the activities across the four partner organisations.
- 22 EFA students participated in community organising training co-delivered by Citizens UK and EFA as part of the Living Wage campaign. The online trainings were aimed at people in low-paid work and delivered in Spanish and English in short evening workshops to make

them accessible to these communities.

- Seven EFA students formed a theatre group, lead by Kasia Blackman and Rachel Griffiths and prepared at least 3 performances to progress the Living Wage campaign, as well as deepen understanding of organising low-paid migrant workers in London (see page 23).
- EFA and Housing Action Southwark and Lambeth's housing action group continued to provide an essential space for advice, mutual support and organising on housing related issues. 122 people participated in the group this year to learn about their rights, get support, support others and take action for better housing conditions

Our operations

- Raised £456,623 in total – of which around 49% was unrestricted funding and 51% was restricted funding (see accounts, page 31). Income is significantly higher than last year, which we are really pleased with given the challenges of raising money from trusts and foundations these last two years.
- Continued with an executive team instead of a single chief executive. This was a team of two by the end of the year (Adela Belecova and Dermot Bryers) with plans to expand it in the new year.
- We are grateful to Ariel Aguilar and Stephanie Habib for their hard work at EFA and are excited to welcome Gina Rodríguez, new Operations Lead and Anna Kostyrina who leads our fundraising and communications work.
- Pay more or less kept pace with inflation throughout the cost of Living crisis, protecting staff from the worst impact.

Strategy 2022-2025

Vision

Migrants in the UK have the language, skills, knowledge and relationships to thrive and help create a fair and equal society.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about positive change for themselves their communities and wider society

Aims/activities

1. Provide participatory, action-orientated ESOL classes
2. Build power through community organising
3. Take action together on the issues our communities care about
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

2022-2025

At this stage of EFA's development, with over 15 years of learning and evaluation, we have a good idea about what works and what doesn't. Over the next three years we will focus on the provision of participatory, action-orientated ESOL courses and community organising training through our community hubs and a small number of courses for members of carefully selected partner organisations. This is our bread and butter and will constitute the lion's share of our work. In addition, we will campaign together (students, teachers, volunteers and allies) for better, more accessible ESOL provision locally and beyond. Because we know (learned and lived) that participatory ESOL and community organising is integral to the movement for social justice and migrant rights, we will continue to learn about, develop and share these methods with practitioners across the UK and abroad.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and fifteen years of experience delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objectives), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere) or online. We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school. We also arrange free crèches, where our students have young children. Online classes have also been popular with parents. We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door. For many participants, online learning has made it more accessible while, unfortunately, others found the opposite to be true. We hope to continue running a mix of online and classroom provision.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an 'expert' teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities. This is where community organising comes in.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills to connect with others and take collective action.. Community organisers help people to get together and build powerful networks that can then, through focused campaigns, change things in their local area or even further

affield. Citizens UK is one of the main homes of community organising in the UK and we are a member of their south and east London chapters - where we have our community hubs. We are also closely involved with HASL, Centre for Progressive Change, Social Housing Action Campaign (SHAC), Voice of Domestic Workers and Creating Ground all of whom practise and teach community organising. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively support EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is support available to them as they engage in community organising.

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to live in London. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; mostly of Colombian and Ecuadorian origin. In Tower Hamlets, the majority are Bangladeshi, although many have lived in third countries. We also work with a large number of Eritrean, Portuguese, Ukrainian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partners' children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. Successive cuts to publicly funded ESOL courses since 2007 have left a huge gap between supply and demand. The introduction of fees for many learners has further impacted participation and the numbers of people on ESOL courses dropped from 179,000 in 2010 to 114,000 in 2017 (according to research by the Institute of Learning and Work) and it's only recently started to climb to around 123,000 in 2022 (Bell Foundation research). There is no conclusive data for the year 2023/24 but the figure is likely to have risen slightly according to the number of ESOL learners in England. Moreover, recently arrived asylum seekers and migrants with no recourse to public funds are often ineligible for publicly subsidised education. The other barrier to accessing free ESOL courses, for those who are eligible, is the lack of childcare. Our online classes were particularly accessible for parents. Having said that, it is not easy to look after a young child (or more than one) and participate in a class. Face-to-face classes with creches are preferable and we ran several creches to support classes this year.

Case study 1: Pawan

Pawan is from Iraq. She has been in the UK for 8 years and now lives in Lambeth. When she came to the UK, she was unable to work or study because she couldn't speak English. As a mother of young children she was prevented from studying as she wasn't able to find provision with a creche. English was one of the barriers for her to progress in life.

"I'm not understand when people talkd, I'm very scared and can't talk."

Pawan has a degree in librarian science and worked as a librarian in Iraq. She wants to volunteer, with the aim to get a job as a librarian in the UK. To achieve this goal, Pawan needs Functional Skills Maths and English.

Pawan's class has been learning from the teaching materials developed as part of the GLA's Outreach Programme. Before studying from the materials, she didn't know how she could further her education and career, including due to the fact that the UK context is different to her native country.

"[Education] is very different in my country."

Through the lessons, she was able to understand how adult education works and what she needs to start working in her profession.

"The teachers explained things to me. I asked a lot of questions."

Conversations about her ambitions and educational plans she had during the classes, as well as research she did together with her teacher and classmates, facilitated by the materials meant that she found a relevant course.

Apart from facilitating research, the materials are also designed to support students with contacting providers to enquire about the desired courses. As a result of this, Pawan felt confident to contact the providers.

"We got help with writing emails".

"I contacted [the course provider] and I joined."

She successfully completed Entry 3 in Functional Skills Maths and she's now doing Level 1. The next step for her is to do Functional Skills English and a librarian course in a college. As a result of being part of the Outreach Project, Pawan knows where to look feels confident in her abilities to carry on and apply for these courses.

Teachers, support staff and volunteers

EFA is grateful to our dedicated team of staff and volunteers. All our teachers are experienced, at least CELTA-qualified (or equivalent) and trained in our participatory methods. Our volunteers support the teachers as teaching assistants, run conversation clubs, support small groups and sometimes 1-1. They often help learners who have literacy support needs and support with our organising extra-curricular events. In 2022-23 we had four non-teaching staff members supporting with management, project management, finance, comms, fundraising and HR.

Moving into 2023/24 we have eight permanent members of staff, including six teachers: Dermot Bryers, Becky Winstanley, Adela Belecova, Kasia Blackman, Lucie Vyhmalcova and Anne McConnell. Gina Rodriguez, is our Operations lead. Anna Kostyrina leads fundraising and comms work. We also have Farhana in the wider team, running walk and talk activities in Tower Hamlets. We are very grateful to Kolpana Begum, Algja Kousssem, Rachel Akanji and Shahnaz Begum for providing EFA classes with creches.

Our volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. Our volunteers are a diverse group, with a range of linguistic and ethnic backgrounds, educational backgrounds, ages and motivations. Some are volunteering to complete teacher training, others to test the waters before changing careers and some simply to give something back to their local community. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Adela and Kasia, end up joining the EFA team as teachers or operational staff.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded directly by some of our partner institutions (for example, Oliver Goldsmith Primary School, St. Martin's Plaistow and the Voice of Domestic Workers) to provide courses for their members. We also worked with Morley College and received statutory Adult Education Budget funding, indirectly. We had a relatively small amount of EU funding in 2023-24 for Community Organising for All. We are grateful to individual givers, who donated £1,469.50.

Support from Trusts and Foundations including United Saint Saviour's Charity, People's Health Trust, Disrupt Foundation, Mercers' Company, Garfield Weston Foundation and City Bridge Foundation enabled the development of community organising projects born out of the ESOL classroom. These included organising to improve access to primary healthcare in Greenwich, alongside the Safe Surgeries campaign, worker organising and the development of a Housing Action group in Tower Hamlets. A Community Grant from Hackney Council allowed us to develop our ESOL for Work programme.

Continued funding from the Walcot Foundation and the Henry Smith Charity enabled us to continue to support our students to better understand their housing rights, help each other to defend them and to organise for change. It's brilliant to be able to commit more resources to one of the most pressing problems our students experience.

We are immensely grateful to the trusts and foundations (listed on page 45) who have supported our work across our community hubs: Wandsworth, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney.

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved?
<ul style="list-style-type: none"> Secure funding to continue our work in at least six community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces. 	Yes, we secured new funding to develop our work in Wandsworth, Tower Hamlets and Greenwich and continued successful work in Southwark, Lambeth and Hackney. We also started a new group in Newham.
<ul style="list-style-type: none"> Raise around £400,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate. 	Income 2023/24 was £456,263
<ul style="list-style-type: none"> Run at least 22 ESOL courses and 5 ongoing conversation clubs, reaching 450 participants over the course of the year 	24 ESOL courses, 2 conversations clubs, 2 walk and talks and a reading group
<ul style="list-style-type: none"> Maintain some online provision to supplement in-person classes in our community hubs 	Five ESOL courses plus a conversation club and a reading group remained online in 2023-24
<ul style="list-style-type: none"> Build a powerful team to campaign for ESOL to a range of decision-makers 	The team expanded and included EFA participants but also people from partner organisations committed to improving ESOL provision. Highlights included Lambeth adult

	education fair, the Mayoral assembly and May's #LoveESOL day
<ul style="list-style-type: none"> Continue to work with local authorities to improve the access to ESOL in our community hubs 	Quarterly stakeholder meetings in Southwark. Strengthened relationships with LAs in Hackney, Tower Hamlets and Lambeth through collaboration on English Language Fairs.
<ul style="list-style-type: none"> Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference. 	Community of Practice continued monthly with around 15-20 teachers from across the UK.
<ul style="list-style-type: none"> Secure new agreement from the candidates for Mayor to support and improve the provision of ESOL in London 	The Mayor agreed to GLA hosting an 'ESOL day in 2025' for policy makers and the ESOL community to come together, share ideas and make plans to improve ESOL provision in London.
<ul style="list-style-type: none"> Share research into participatory ESOL and community organising through, podcasts, reports, articles and our social media 	PETS podcasts and report were shared in autumn 2023, reaching over 100 practitioners.
<ul style="list-style-type: none"> Deepen work with HE education institutions, such as King's College London and others 	We also developed a partnership with King's College to raise money for a new course in 2024/25. Training delivered for a consortium of universities in the south-west of England. We also joined universities and 3rd sector organisations in the national coalition of language education.
Nearly achieved objective:	

<ul style="list-style-type: none"> Run training in participatory methods for six organisations 	Six external training delivered in London, Bristol and Manchester
Original objective for year:	Achieved?
<ul style="list-style-type: none"> Explore new ways to fund our activities, such as through AEB and strategic partners in HE and the NHS. 	This year, we made some progress in partnership agreements funded directly by the host organisations, rather than grant funding to EFA. We developed a new partnership with a consortium of universities to run training for PHD students.
Room for improvement / did not achieve:	
Original objective for year:	Achieved?
<ul style="list-style-type: none"> Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment. 	We have scheduled this for March to July 2025 (the end of our previous three year strategy)
<ul style="list-style-type: none"> Deliver a conference on community organising and ESOL for 50+ practitioners 	No conference in 2023-24 due to lack of funding and needing to prioritise delivering on funded projects

Summary of our courses in 2023-24

Group and Location	Teacher(s)	Number of hours	Number of participants	Funder
Greenwich Robert Owen Children's centre 1	Lucie	90	33	People's Health Trust Morley College Keolis DLR Migrant Help
Greenwich online	Fatime/Lucie	90	18	People's Health Trust Morley College
Star of Greenwich	Lucie	72	30	People's Health Trust Morley College
Sacred Heart Primary School, Battersea (online)	Dermot	48	18	City Bridge Foundation
Wandsworth conversation club	Ben, Sharon and Amelia	54	19	Volunteer-run
Wandsworth Walk & Talk (Battersea)	Dermot	36	14	GLA
Wandsworth Reading group	Paul	36	9	Volunteer-run

Southwark Saturday school (morning)	Kasia	72	25	Henry Smith
Southwark Saturday School 2 (afternoon)	Adela	72	35	Henry Smith
Surrey Square 1 (online)	Adela	72	30	Henry Smith
Surrey Square 2 (online)	Fatime	72	14	Henry Smith
Time and Talents (online)	Adela	72	21	United Saint Saviour's / Southwark Charities
Salvation Army, Camberwell, Southwark	Kasia	72	24	AMIF/Henry Smith/Morley College
South Bermondsey Children's Centre, Southwark (online)	Fatime	24	14	AMIF
Walworth Living Room	Annc	72	25	Henry Smith
Amott Rd Baptist Church	Anne	24	10	Amott Rd Baptist Church

Oliver Goldsmith	Anne	48	16	Oliver Goldsmith School / Peckham Settlement / Morley College
Southwark Works	Kasia	24	15	Morley College
Tower Hamlets walk and talk	Farhana	10	16	LLDC Neighbourhood Equalities Fund
Chisenhale School, Tower Hamlets	Becky	90	30	LLDC Neighbourhood equalities Fund Disrupt Foundation People's Health Trust
Chisenhale 2	Dermot / Anne	30	18	LLDC Neighbourhood Equalities Fund
Henry Cavendish Primary School, Streatham	Adela	90	22	Walcot Foundation
Henry Fawcett Children's Centre	Kasia	60	20	Walcot Foundation AMIF

Latin American Women's Aid, (LAWA) Hackney beginner	Anne	72	25	West Hackney Parochial Charity
Latin American Women's Aid, (LAWA) Hackney ESOL for Work	Anne	72	20	Mercers
Voice of Domestic Workers	Anne	120	40	Voice of Domestic Workers
St. Martin's Plaistow	Lucie	40	11	St. Martin's Church
Young Roots	Anne	18	16	Young Roots
Totals		3171	698	

* 136 students attended more than one course this year 562

Achievements in relation to our goals and aims (see page 8)

1. Provide participatory, action-oriented ESOL classes
2. Build power through community organising
3. Take action together on the issues our communities care about

4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

Aims

1. Provide participatory, action-orientated ESOL classes

We reached 562 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2023 to July 31st 2024; this is 39 more than the previous year. The balance between face-to-face and online works well for our participants. Some prefer face-to-face and others appreciate the relative ease of participating from their own homes or workplaces.

93% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. Teachers assess their students regularly, both formally and informally and their assessment supports the students' evaluations. 135 students completed exams - we give students the choice - and 91% passed achieving a nationally recognised qualification.

86% of students reported that they made friends on the courses. We were excited to start a new class for the community at St.Martin's Plaistow. The church wanted to invest in the class in order to help with their congregational development and to aid their mission of supporting the local community.

The majority of students took action outside of the classroom, standing up for their rights to safe, affordable accommodation, fair pay and decent contracts or to demand more accessible ESOL classes for themselves and their communities. Our classes helped them participate more actively in the organisations they belong to such as the Voice of Domestic Workers, St. Martin's Church or the IWGB Trade Union.

2. Build power through community organising

There are several avenues for our community organising. In Southwark, Lambeth and Tower Hamlets we are working on housing issues. This year we moved into the final year of the housing activism project in Lambeth and Southwark and continued to organise our students and others to support each other with their housing rights. We are very grateful to Housing Action Southwark and Lambeth for the training and support they have given our community. We started a similar project in Tower Hamlets and built a new partnership with Social Housing Action Campaign (SHAC)

In Hackney, Greenwich, Lambeth and Southwark we worked with Citizens UK's borough alliances, participating in local campaigns, holding the councils to account for their commitments made in 2022 and building towards the 2024 mayoral and general election assemblies.

Our work to improve ESOL provision and especially access to ESOL classes in London

www.efalondon.org

3. Take action together on the issues our communities care about

As detailed above (page 10) our participants are diverse in every way and the issues they care about reflects this. Many of our participants are working, often in low-paid and insecure work and as a result many take action for better pay and conditions, either with their Trade Unions in their workplaces or with Citizens UK and the Living Wage Campaign (see case study on page 23). The majority are renters, either privately or in social housing, and experience problems relating to insecurity, high costs and/or poor quality housing and disrepair. Increasingly our communities are concerned about climate change, and the risks in the UK and across the world. The cost of living crisis continues to cause huge anxiety. And of course the need to defend migrant rights, especially the right to learn English, unites most of our communities.

This year we continued organising to defend renters rights in Southwark and Lambeth and stepped up the work in Tower Hamlets. Action we took resulted in some concrete improvements to our participants' lives, and others in their communities. Several people managed to get rehoused, after long struggles. In Greenwich, the council started improving access to the internet for people in temporary accommodation. In Southwark, we finally got the council to reinstate named caretakers in housing estates, to respond directly to tenants' complaints about repairs. In Tower Hamlets, we set up tenant rights workshops to help our students learn their rights and take action to demand they are respected.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

We ran training for six external partners across the UK. These trainings in a wide range of themes relating to participatory ESOL and community organising help a large number of practitioners (over 100 this year) to improve their classes and help their students.

We continued to work alongside our academic partners at King's College London through the Hub for Education and Language Diversity and this year through the hub we set up the Coalition for Language Education with over 50 practitioners, researchers and academics from around the UK coming together for the launch.

We completed research project, *Participatory ESOL Taking Stock*, and shared the results in a series of podcasts released in the autumn. Most of the nine teacher-researchers, some inside EFA and others not, continued to learn from one another and teach colleagues across the UK through the EFA-led community of practice - a monthly discussion and sharing space.

5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

It was another good year for our ESOL campaign team with further progress made by local authorities to make ESOL more accessible and also, recognition for our campaign by the Mayor of London, who spoke about the importance of ESOL in his election campaign and committed the Deputy Mayor for Skills to work with EFA to improve ESOL policy in the new administration. The Deputy Mayor confirmed the agreement to meet us in May following our annual #LoveESOL gathering. This year was the biggest ever, with almost 200 teachers and students coming together in Waterloo to celebrate their achievements and plan next steps.

The GLA has funded us and other London organisations to hold adult education fairs across the city to help bring together local providers and potential students. This year we helped over 200 people access courses, mostly ESOL but also in IT, numeracy and literacy. We used the events to build relationships with other organisations in the adult and community learning sectors and listen to people directly affected by the barriers to adult learning.

Case study 2: EFA and the Living Wage Campaign

This year EFA students have been at the centre of a campaign to bring the Real Living Wage to London's Southbank.

In August last year EFA students Mireya, Doris, Lucy and Yan joined 20 other Living Wage campaigners to deliver letters to the various directors and heads of HR at the target institutions. They also spoke to staff inside the Globe Theatre, Tate Modern, the BFI and the National Theatre.

Shakespeare's Globe was the first target to react and invited the team to a meeting to discuss. Mireya and Doris represented EFA and told powerful stories of their personal experience of working in low paid and insecure work and the difficulties it had caused them. For Doris it was the first time she had told her story publicly in English. At the meeting The Globe committed to accredit with the Living Wage Foundation and followed through a few months later.

And then in April 2024, following further pressure including a Halloween action where we dropped a banner over the Turbine Hall asking to meet with the Director Karin Hinsbo, Tate followed suit.

The National Theatre would still not play ball however, confirming in writing that they would not consider accrediting as a Living Wage employer. So we took action again. The action involved the delivery of a letter to National Theatre management asking them to meet, and a street theatre performance by EFA students from one of our Southwark classes. The theatre piece illustrated the difficult reality of life on low pay and insecure hours at work.

Three days later they wrote to the Living Wage Foundation and asked for a meeting, where they agreed to take the steps to sign up. By August they were fully accredited Living wage employers.

The campaign has had remarkable results. More than 1000 workers are now paid the London Living Wage who weren't six months ago.

Looking ahead

In 2024-25 we aim to continue our work across our six community hubs, sustaining classes in order to create deep links with our students and local communities. We aim to follow up on agreements made with the Mayor of London.

- Secure funding to continue our work in at least six of the seven existing community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces.

- Raise around £390,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate.
- Run at least 28 ESOL courses, reaching 500 participants over the course of the year
- Convert agreements with local councils to policies and actions that improve ESOL in London and look for opportunities to have an impact nationally.
- Write up and share research into participatory ESOL
- Run at least three online trainings for individuals and six for organisations
- Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference and to trainings.
- Maintain balance of online and face-face courses, looking for opportunities to start classes in community locations where the need is great
- Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment.

Trustees and Governance

Key points at a glance:

Delivery:

- In-person provision available at all seven community hubs (in addition to maintaining some online provision), with 93% of students surveyed in 2024 reporting improved English skills and confidence
- Facilitated a diverse range of community action initiatives, including over 150 students at the annual #LoveESOL conference, the EFA housing activism group engaging 123 participants.
- Over 100 ESOL practitioners trained in participatory pedagogy and community organising with EFA during the year.
- 22 EFA students taking part in community organizing trainings co-delivered by Citizens UK and EFA and 7 EFA students forming a theatre group which prepared at least three performances to advance the campaign.

Governance:

- One trustee stepped down during the year and the board would like to express our thanks to Marwa Belghazi for their contribution to EFA
- We welcomed new leadership in Finance, Fundraising and Operations with the recruitment of Gina Rodriguez and Anna Kostyrina.
- The Board worked closely with the Executive Team and EFA colleagues to navigate a difficult funding squeeze during the year, and the related contracting of the staff team, finishing 2023-24 in a stable position.
- We reviewed decision making processes, both between the staff and Executive Team and with the board.

Operations:

- We implemented a new reserves policy to align with the evolving fundraising landscape.
- We completed an in-depth review and revision to EFA's risk register.

With EFA London's 2023-24 Annual Report, it's clear that we're committed to continuing and building on our work creating strong, meaningful connections with students and local communities, making sure ESOL remains accessible and impactful, and empowering students to take action on the issues that matter the most.

After a turbulent period of expansion and retraction during and after the pandemic, stabilising the organisation and ensuring its core work continued was a major challenge in 2023-24. Trustees supported staff during some of the painful decisions taken in the first half of the year and participated in the reflection about processes, decision making and communication that happened afterwards. We are grateful to all the staff who acted with professionalism and pride during these periods, and to

whom all credit is due for the fact that the vital work was protected and the corner started to be turned on the financial and fundraising picture later in the year.

As the halfway point of the 2022-2025 strategy, this year saw implementation of that strategy's priorities into practice, despite those challenges. We are particularly proud of the team for:

- The work with local councils to turn agreements into actions that will improve ESOL provision across London.
- In a double election year, the #LoveESOL, London Living Wage, and housing activism campaign work put students at the forefront of the systemic change that will make all our lives better.
- The start of our collaboration with the Greater London Authority (GLA). It's going to play a crucial role in advancing our mission to improve ESOL provision across London and beyond, and we can't wait to see the positive impact it will continue to have on our communities.

EFA is committed to using research and advocacy to influence policy changes that will have a national impact, reaching beyond our immediate communities. As trustees, we highly value this approach. We believe that lasting societal change happens best when embracing a bottom-up model.

Over the past year, we've also worked hard to improve our governance. We've embraced a collaborative executive team model, as trustees we know the responsibilities we have to both protect the mission of the charity but also to support the staff to explore ways of working that embody the organisation's values.

We also welcomed new leadership into our team, with the appointment of Gina Rodriguez as our new Operations Lead, and Anna Kostyrina, who now leads our fundraising and communications efforts. These additions will help strengthen our operations and drive future growth, and we're excited to see how they'll positively impact the team in the coming year.

Looking ahead, we're committed to further diversifying our governance structures, bringing in a wide range of perspectives and expertise to help guide EFA in this ever-changing landscape.

As we say goodbye to Marwa Belghazi, we'd like to express our deep gratitude for her contribution to EFA.

Board meetings:

The board has developed a regular agenda, with different themes for different quarters, and staff have continued to prepare updates and detail before meetings, in order to focus meeting time on discussion

of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

- **October 2023:** Discussion, advice, and approval of a proposal on contraction.
- **January 2024:** reviewing the implications of the contraction process. Discussing the fundraising landscape and strategy.
- **April 2024:** Decision making within EFA London
- **July 2024:** review of the board and process for board meetings

Statement on public benefit

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

The executive team's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

The board has agreed a new reserves policy to cover unforeseen events and uncertainties in funding or cash flow to cover three to nine months of running costs. This extended range is new as of 2023 and reflects the evolving nature of available funding following the COVID-19 pandemic and the cost-of-living crisis. In the case that reserves rise above six months or fall below four months for a period of longer than 30 days, it is our policy to inform the Board of Trustees for their information and in order to support strategic decision-making. At the end of the year, total unrestricted funds carried over were £242,000 which equates to approximately 8.5 months of core running costs. This is within our policy limit, right at the top end of our range. This was deemed appropriate given the challenging fundraising environment and having navigated the period of retraction post-pandemic. Reserve levels continue to be closely monitored.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.
2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

Statement of Trustees' responsibilities

The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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 the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for 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.



Melanie Cooke (on behalf of the board of trustees)

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the Independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

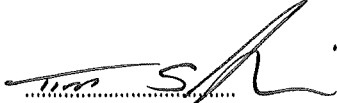
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of EFA London 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.

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')



Tim Sullivan FCA
Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 ORB

28 April 2025

EFA London

Statement of Financial Activities for the Year Ended 31 July 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Donations and legacies	3	153,301	231,351	384,652	103,067	211,583	314,650
Charitable activities	4	69,203	-	69,203	73,726	-	73,726
Investment income	5	2,408	-	2,408	928	-	928
Total income		224,912	231,351	456,263	177,721	211,583	389,304
Expenditure on:							
Charitable activities	6	(161,924)	(226,530)	(388,454)	(183,423)	(232,692)	(416,115)
Total expenditure		(161,924)	(226,530)	(388,454)	(183,423)	(232,692)	(416,115)
Net movement in funds		62,988	4,821	67,809	(5,702)	(21,109)	(26,811)
Reconciliation of funds							
Total funds brought forward		179,161	56,687	235,848	184,863	77,796	262,659
Total funds carried forward	16	242,149	61,508	303,657	179,161	56,687	235,848

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 16.

The notes on pages 34 to 45 form an integral part of these financial statements.

EFA London
(Registration number: 06909738)
Balance Sheet as at 31 July 2024

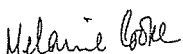
	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	2,766	5,903
Current assets			
Debtors	13	9,725	21,649
Cash at bank and in hand		<u>303,994</u>	<u>225,065</u>
		313,719	246,714
Creditors: Amounts falling due within one year	14	<u>(12,828)</u>	<u>(16,769)</u>
Net current assets		<u>300,891</u>	<u>229,945</u>
Net assets		<u><u>303,657</u></u>	<u><u>235,848</u></u>
Funds of the charity:			
Restricted Income funds			
Restricted funds		61,508	56,687
Unrestricted income funds			
Unrestricted funds		<u>242,149</u>	<u>179,161</u>
Total funds	16	<u><u>303,657</u></u>	<u><u>235,848</u></u>

For the financial year ending 31 July 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 32 to 45 were approved by the trustees, and authorised for issue on 24 April 2025 and signed on their behalf by:



 Melanie Cooke
 Trustee

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
108 Battersea High Street
London
England
SW11 3HP

These financial statements were authorised for issue by the trustees on 24 April 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affect only that period, or in the period of the revision and future periods where the revisions affect both current and future periods.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Gifts in kind

Gifts in kind are recognised in different ways dependent on how they are used by the charity:

- (i) Those donated for resale produce income when they are sold. They are valued at the amount actually realised.
- (ii) Those donated for onward transmission to beneficiaries are included in the Statement of Financial Activities as incoming resources and resources expended when they are distributed. They are valued at the amount the charity would have had to pay to acquire them.
- (iii) Those donated for use by the charity itself are included when receivable. They are valued at the amount the charity would have had to pay to acquire them.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows;

Asset class	Depreciation method and rate
Fixtures and fittings	4 year straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations and legacies	3,751	-	3,751	5,658
Gift aid reclaimed	67	-	67	-
Grants, including capital grants;				
City Bridge Foundation	12,150	-	12,150	17,409
Brent Council	-	-	-	13,000
Henry Smith Charity	-	60,000	60,000	60,000
United Saint Saviour's Charity	-	18,333	18,333	20,000
People's Health Trust	-	17,607	17,607	20,000
Walcot Foundation	-	24,714	24,714	27,337
West Hackney Parochial Charity	-	-	-	9,971
Groundwork London - Greenwich	-	4,969	4,969	-
29th May 1961 Charitable Trust	-	-	-	3,000
The National Lottery Community Fund	20,000	-	20,000	-
Bermondsey Square Community Fund	-	-	-	250
WF Southall Trust	-	3,000	3,000	-
Wimbledon Foundation	-	-	-	2,750
Garfield Weston Foundation	30,000	-	30,000	25,000
The Mercers' Company	30,000	-	30,000	34,800
Southwark Charities	-	-	-	3,821
London Legacy Development Corporation	-	13,538	13,538	13,538
Hackney Council	-	9,939	9,939	9,939
Royal Borough of Greenwich	-	-	-	9,443
Erasmus Plus - COFA	-	18,022	18,022	18,084
Lloyd's of London Foundation	-	-	-	5,000

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
London Renters Union	-	-	-	200
Sigrld Rausing Trust	-	-	-	15,000
Brent Solidarity Fund	-	-	-	450
Migrant Help	-	4,998	4,998	-
Greater London Authority	-	26,309	26,309	-
Thomas Wall Trust	-	5,000	5,000	-
Society of the Holy Child Jesus	-	15,000	15,000	-
The Disrupt Foundation	-	9,922	9,922	-
Souter Charitable Trust	2,595	-	2,595	-
The Big Red Kick	500	-	500	-
Schroder Charity Trust	5,000	-	5,000	-
KeollsAmey Dockland Community Fund	6,668	-	6,668	-
Gifts in kind	42,570	-	42,570	-
	<u>153,301</u>	<u>231,351</u>	<u>384,652</u>	<u>314,650</u>

4 Income from charitable activities

	Total 2024 £	Total 2023 £
Courses and classes	30,890	20,841
Contractual income from government or public authorities	38,313	52,885
	<u>69,203</u>	<u>73,726</u>

5 Investment income

	Total 2024 £	Total 2023 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>2,408</u>	<u>928</u>

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2024

6 Expenditure on charitable activities

	Total 2024 £	Total 2023 £
Consultants fees and creche support	27,492	43,644
Staff training	2,388	3,746
Staff welfare	2,371	1,937
Books and course materials	6,551	15,964
Bad debts written off	-	50
Bank charges	-	12
Depreciation of office equipment	1,917	2,421
Staff costs	312,042	326,534
Support costs	<u>35,693</u>	<u>21,807</u>
	<u>388,454</u>	<u>416,115</u>

In addition to the expenditure analysed above, there are also support costs of £35,693 (2023 - £21,807) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of support costs

Support costs

	Total 2024 £	Total 2023 £
(Profit)/loss on disposal of tangible fixed assets	(317)	-
Rent and rates	4,398	7,013
Room costs gifted in kind	17,280	-
Insurance	446	170
Office equipment	-	45
Printing, postage and stationery	786	1,201
Sundries	48	30
Travel, trips and refreshments	6,008	5,929
Independent examination	2,640	2,562
Computer software and maintenance costs	<u>4,404</u>	<u>4,857</u>
	<u>35,693</u>	<u>21,807</u>

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2024

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	253,123	290,948
Social security costs	18,752	22,825
Pension costs	14,877	12,761
Volunteer hours gifted	25,290	-
	<u>312,042</u>	<u>326,534</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Charitable activities	<u>10</u>	<u>11</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Related party transactions

There were no related party transactions in the year.

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2024

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 August 2023	9,682	9,682
Additions	84	84
Disposals	<u>(2,099)</u>	<u>(2,099)</u>
At 31 July 2024	<u>7,667</u>	<u>7,667</u>
Depreciation		
At 1 August 2023	3,779	3,779
Charge for the year	1,917	1,917
Eliminated on disposals	<u>(795)</u>	<u>(795)</u>
At 31 July 2024	<u>4,901</u>	<u>4,901</u>
Net book value		
At 31 July 2024	<u>2,766</u>	<u>2,766</u>
At 31 July 2023	<u>5,903</u>	<u>5,903</u>

13 Debtors

	2024 £	2023 £
Prepayments	1,924	990
Accrued income	7,474	20,509
Other debtors	<u>327</u>	<u>150</u>
	<u>9,725</u>	<u>21,649</u>

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	4,484	5,756
Other creditors	1,941	51
Accruals	<u>6,403</u>	<u>10,962</u>
	<u>12,828</u>	<u>16,769</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £14,877 (2023 - £12,761).

16 Funds

Current year

	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Balance at 31 July 2024 £
Unrestricted				
<i>General</i>				
General Funds	179,161	224,912	(161,924)	242,149
Restricted				
Migrant Help	-	4,998	(4,998)	-
Greater London Authority	-	26,309	(26,309)	-
Thomas Wall Trust	-	5,000	(2,917)	2,083
Henry Smith Charity	25,000	60,000	(60,000)	25,000
United Saint Saviour's Charity	1,667	18,333	(20,000)	-
People's Health Trust	3,667	17,607	(18,783)	2,491
Walcot Foundation	9,767	24,714	(24,714)	9,767
Groundwork London	-	4,969	(1,936)	3,033
West Hackney Parochial Charity	6,647	-	(6,647)	-
WF Southall Trust	-	3,000	(3,000)	-
London Legacy Development Corporation	-	13,538	(13,538)	-
Hackney Council	9,939	9,939	(19,878)	-
Erasmus Plus - COFA	-	18,022	(18,022)	-
The Disrupt Foundation	-	9,922	(5,788)	4,134
Society of the Holy Child Jesus	-	15,000	-	15,000
	<u>56,687</u>	<u>231,351</u>	<u>(226,530)</u>	<u>61,508</u>
Total funds	<u>235,848</u>	<u>456,263</u>	<u>(388,454)</u>	<u>303,657</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

Previous year

	Balance at 1 August 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2023 £
Unrestricted					
<i>General</i>					
General Funds	171,415	177,721	(183,423)	13,448	179,161
Funds - prior period adjustment	13,448	-	-	(13,448)	-
	<u>184,863</u>	<u>177,721</u>	<u>(183,423)</u>	<u>-</u>	<u>179,161</u>
Restricted					
Wakefield and Tetley Trust - Tower Hamlets	5,001	-	(5,001)	-	-
Erasmus Plus - MIGREAT	14,275	-	(14,275)	-	-
Henry Smith Charity	25,000	60,000	(60,000)	-	25,000
United Saint Saviour's	-	20,000	(18,333)	-	1,667
People's Health Trust	4,566	20,000	(20,899)	-	3,667
Walcot Foundation	9,769	27,337	(27,339)	-	9,767
29th May 1961 Charitable Trust	-	3,000	(3,000)	-	-
NCIL Brent	5,864	13,000	(18,864)	-	-
Hackney Parochial Charities	-	9,971	(3,324)	-	6,647
Sport London - Comic Relief	3,321	-	(3,321)	-	-
Bermondsey Square Community Fund	-	250	(250)	-	-
Wimbledon Foundation	-	2,750	(2,750)	-	-
The Clothworkers' Foundation	10,000	-	(10,000)	-	-
Southwark Charities	-	3,821	(3,821)	-	-
LLDC	-	13,538	(13,538)	-	-
Hackney Council	-	9,939	-	-	9,939
Greenwich Council	-	9,443	(9,443)	-	-
Erasmus Plus - COFA	-	18,084	(18,084)	-	-
	<u>77,796</u>	<u>211,133</u>	<u>(232,242)</u>	<u>-</u>	<u>56,687</u>
Total funds	<u>262,659</u>	<u>388,854</u>	<u>(415,665)</u>	<u>-</u>	<u>235,848</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

The specific purposes for which the funds are to be applied are as follows:

- Erasmus Plus - International 'Community Organising for All' research and training programme.
- Henry Smith Charity - 'English for Housing Action' programme providing ESOL classes and housing advice in South London.
- United Saint Saviour's Charity - ESOL classes and community organising in Southwark.
- People's Health Trust - 'Language for Change' ESOL and wellbeing project in Greenwich.
- Walcot Foundation - 'English for Housing Action' programme providing ESOL classes and housing advice in Lambeth.
- Brent Council - A community ESOL project providing English classes, community organising, career development support & community events.
- West Hackney Parochial Charity - ESOL for Work language and career development classes in Hackney.
- 29th May 1961 Charitable Trust - An ESOL class and community organising in Brent.
- Bermondsey Square Community Fund - 'ESOL for Community' programme in Bermondsey, Southwark
- Wimbledon Foundation - A 'Walk & Talk' ESOL walking group for migrants in Battersea, Wandsworth.
- Southwark Charities - ESOL and wellbeing support for older women in Southwark.
- London Legacy Development Corporation - 'Together for Tower Hamlets' ESOL and wellbeing project in Bow, Tower Hamlets.
- Hackney Council - An ESOL for Work programme supporting migrant women in Hackney.
- Royal Borough of Greenwich - ESOL classes and integration support for refugees from Ukraine in Greenwich.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2024

17 Analysis of net assets between funds

Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2024 £
Tangible fixed assets	2,766	-	2,766
Current assets	252,211	61,508	313,719
Current liabilities	<u>(12,828)</u>	<u>-</u>	<u>(12,828)</u>
Total net assets	<u>242,149</u>	<u>61,508</u>	<u>303,657</u>

Previous year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2023 £
Tangible fixed assets	5,903	-	5,903
Current assets	190,027	56,687	246,714
Current liabilities	<u>(16,769)</u>	<u>-</u>	<u>(16,769)</u>
Total net assets	<u>179,161</u>	<u>56,687</u>	<u>235,848</u>

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Field Sullivan Limited
9 Hare & Billet
Blackheath,
SE3 0RB

(A company limited by guarantee)
Annual Report and Financial Statements
for the Year Ended 31 July 2023

EFA London

Company registration number: 06909738
Charity registration number: 1133268

**EFA London
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EFA London

Reference and Administrative Details

Trustees

Larysa Agbaso
Melanie Cooke
Daniel Grutters
Sho Konno
Isolda Cecilia Lima Liborio
Fella Meftah
Leila Kate Mulloy
Annalibera Refuto
Jessica Walker
Dermot Briers

Secretary

1133268

Charity Registration Number

06909738

Company Registration Number

The charity is incorporated in England and Wales.

Registered Office

108 Battersea High Street
London
England
SW11 3HP

Independent Examiner

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

EFA London

Annual Report

1st August 2022 – 31st July 2023

Charity Number: 1133268

Company Number: 06909738

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Glossary of acronyms and abbreviations

CPD	Continued Professional Development
EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NCIL	Neighbourhood Community Infrastructure Levy
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2021. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law.

Marwa Belghazi	
Dr. Melanie Cooke	Chair
Liam Crosby ¹	Treasurer
Desiree Faro Montje ²	
Daniel Michael Grütters	
Larysa Agbaso	
Sho Komno	
Tom Smith ³	
Jessica Walker	(Treasurer)
Fella Meftah	
Annalibera Refuto	
Leila Mulloy	
Isolda Libório	

Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office

Katherine Low Settlement, 108 Battersea High Street, SW11 3HP

Accountants

Field Sullivan Limited, 9 Hare and Billet Road, Blackheath, London, SE3 0RB

Bankers

The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT

Website

www.efalondon.org

¹ Stood down May 8 2023
² Stood down August 11 2022
³ Stood down October 20 2022

Executive Team Statement

EFA London (English for Action) exists to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, and must be, at the forefront of organising to make our society fairer and more equal.

Despite Brexit and the government's stated aim over several years to reduce immigration there is still a huge need for ESOL and migrant-led community organising in the UK. Net migration is as high as it has ever been and the 2021 census showed that 1,041,000 people could not speak English "well" or "at all". This compares to 764,000 10 years before. This is our experience on the ground.

There have been so many highlights this year, from an incredibly rich and vibrant annual conference to the #LoveESOL campaign's issues workshop and celebration attended by over 100 students in July. The post-Covid funding environment has been challenging however, and more urgently, the cost of living crisis has made life extremely difficult for our communities. More EFA students have been involved in the Living Wage Campaign this year and the London Living Wage rose to £11.95 in September 2022, significantly higher than the national minimum wage.

Southwark and Lambeth students focussed their organising on housing issues. A huge number of people joined the ESOL housing activism group (173), learning about their rights, taking action to support one another and improving their language skills. The CLIP project, also based in Southwark and Lambeth and in partnership with Learning Unlimited enabled us to provide courses for the refugees and asylum seekers in particular and we helped new arrivals from Ukraine, and elsewhere, to meet people, improve their English and start to settle in their communities.

We continued to invest in the development of new methods and sharing them. Our annual conference on 'trauma-informed ESOL practice' was led this year by a team of ESOL teachers from inside and outside EFA, including our trustee Lora Agbaso who bravely shared her experience of dealing with trauma and how participatory ESOL can be such a powerful tool to support people who have had traumatic experiences. The Hub for Education and Language Diversity, a collaboration between EFA and King's College London, ran a successful summer school for practitioners and academics from around the world in July.

We would like to thank all our staff, participants, trustees, volunteers, donors and funders for their support this year. Together we have achieved an enormous amount and we hope you get a sense of this by reading our annual report.

Signed,



on behalf of the Executive Team (Ariel A. Morales, Adela Belcova, Dermot Bryers and Stephanie Habib)

2022-23 Key achievements at a glance

ESOL

- 523 people attended at least five of our sessions (4 more than last year), with 44% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.

- Delivered ESOL classes across seven community hubs in Tower Hamlets, Hackney, Greenwich, Southwark, Lambeth and Brent.

- 91% of participants "agreed" or "strongly agreed" they had improved their language skills at the end of the course.

- 30 ESOL courses in seven boroughs (two fewer than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, Brent and Tower Hamlets.

- Continued Walk and Talk groups in Wandsworth and one in Tower Hamlets to support participants' mental and physical health and language skills.

- Participatory ESOL trainings delivered to nine external organisations and 70 people attended out annual conference

- Maintained a monthly meet up for over 20 ESOL teachers from around the country to help support the development of participatory ESOL outside of London.

Community Organising and Action

- Following the success of community days in our Brent hub last year we ran further community days in Brent and in South London (see page 21), where we had over 90 participants join, helping to build a powerful network of students ready to act together on their common interests.
- Over 100 EFA students joined allies from partner organisations from across London at a innovative issues workshop to define the ESOL agenda in the run up to next year's mayoral election.

- Started the Community Organising for All project with three partner organisations from Italy, Slovenia and Serbia and ran training in London for 20 people. The project is helping to learn more about organising in multilingual and multicultural contexts. We will do research together, learn new methods and create resources for other practitioners.

Our operations

- EFA students participated in community organising training delivered by Citizens UK - this really helped to develop student leadership as they learned more about building relationships, listening to identify and communicate self-interest, taking action and power. These participants then put their skills to practise across a range of campaigns and activities.
- EFA delivered theatre training to develop leadership and better understanding organising for workers' rights and better pay. The 29 participants developed confidence and a strong sense of solidarity with other people in similar situations they had not met before.
- EFA housing action group grew and grew, helping 173 people this year to learn their rights, get support, support others and take action for better housing conditions.

- Raised £389,304 in total – of which around 49% was unrestricted funding and 51% was restricted funding (see accounts, page 31). Income is down 21.5% from last year, which reflects the difficulty of raising money in the post-pandemic environment.
- Continued with an executive team instead of a single chief executive who worked collaboratively to make decisions.
- Further improved monitoring and evaluation procedures to make it easier to capture detailed information about our impact, which helped Stephanie to create our 2022 impact report.
- Cait Crosse left EFA after nearly 12 years of working for the organisation in a range of roles, most recently as HR lead. She leaves a much stronger, more professional organisation that she joined in a large part to her efforts.
- Completed a comprehensive staff handbook to improve access to and knowledge of EFA's policies, procedures, structures and practices which is reviewed annually.
- Managed to help staff through the cost of living crisis by providing contributions for energy costs, refreshments and travel costs for remote workers and inflationary pay rises for all workers, well above the sector average and despite falling revenues.

Strategy 2022-2025

In September a group of trustees, staff, students and volunteers met to refresh EFA's purpose and strategy.

Vision

Migrants in the UK have the language, skills, knowledge and relationships to thrive and help create a fair and equal society.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about positive change for themselves their communities and wider society

Aims/activities

1. Provide participatory, action-orientated ESOL classes
2. Build power through community organising
3. Take action together on the issues our communities care about
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

2022-2025

At this stage of EFA's development, with over 15 years of learning and evaluation, we have a good idea about what works and what doesn't. Over the next three years we will focus on the provision of participatory, action-orientated ESOL courses and community organising training through our community hubs and a small number of courses for members of carefully selected partner organisations. This is our bread and butter and will constitute the lion's share of our work. In addition, we will campaign together (students, teachers, volunteers and allies) for better, more accessible ESOL provision locally and beyond. Because we know (learned and lived) that participatory ESOL and community organising is integral to the movement for social justice and migrant rights we will continue to learn about, develop and share these methods with practitioners across the UK and abroad.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and fifteen years of experience delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objects), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere) or online. We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school. We also arrange free crèches, where our students have young children. Online classes have also been popular with parents. We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door. For many participants, online learning has made it more accessible while, unfortunately, others found the opposite to be true. We hope to continue running a mix of online and classroom provision.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an 'expert' teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But, we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities. This is where community organising comes in.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills and building their networks. Community organisers help people to get together and build powerful networks that can then, through focused campaigns, change things in their local area or even further afield. Citizens UK is one of the

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to live in London. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; mostly of Colombian and Ecuadorian origin. In Tower Hamlets, the majority are Bangladeshi, although many have lived in third countries, especially Italy. We also work with a large number of Polish, Portuguese, Italian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partners' children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. Successive cuts to publicly funded ESOL courses since 2007 have left a huge gap between supply and demand. The introduction of fees for many learners has further impacted participation and the numbers of people on ESOL courses dropped from 179,000 in 2010 to 114,000 in 2017 (according to research by the Institute of Learning and Work) and it's only recently started to climb to around 123,000 in 2022 (Bell Foundation research). Moreover, migrants with no recourse to public funds are often ineligible for publicly subsidised education. The other barrier to accessing free ESOL courses, for those who are eligible, is the lack of childcare. Our online classes were particularly accessible for parents. Having said that, it is not easy to look after a young child (or more than one) and participate in a class. Face-to-face classes with creches are preferable.

main homes of community organising in the UK and we are a member of their south and east London chapters - where we have our community hubs. We are also closely involved with Community Organisers Ltd, Migrants Organise, NEON and HASL, all of whom practise and teach community organising. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively support EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is support available to them as they engage in community organising.

Case study 1: Mariam and Hameed

Mariam and Hameed are from Iran and have been going to the Henry Cavendish class, Statham Hill since October 2022. They heard about the class through the EFA information flyers we left in the initial accommodation hotel at Leigham Court Road.

They are stronger beginner learners but have low confidence in speaking. They have really integrated into the class over the weeks and attend every class, building up their confidence. They have made local connections and go to other activities. The class has provided a safe space for them to share how stressful living in the hotel is; their dislike of the food; the disdain they feel from the hotel staff; the feeling of confinement, even though they are free to come and go. It still feels like a prison to them.

They have built up a really good rapport with other students and joke with them. In comparison to last October, they are smiling more. You can see in their faces that they are less stressed. They have developed a good relationship with EFA volunteer, Simon. They also came to the EFA South London Community Day in November 2022, which opened their eyes to what EFA is and the community organising work we do.

Mariam hardly ever uses Google translate now, she used to use it all the time and is more relaxed in class. In February 2023 they got the good news that their residence permit had come through! They were so happy! We had been giving them moral support and informing them about existing campaigns to change the law on banning work for asylum seekers, which they have found very unfair and soul destroying. Knowing that people care and are campaigning for change has been a moral uplift for them.

Teachers, support staff and volunteers

EFA is grateful to our dedicated team of staff and volunteers. All our teachers are experienced, at least CELTA-qualified (or equivalent) and trained in our participatory methods. Our volunteers support the teachers as teaching assistants, run conversation clubs, support small groups and sometimes 1-1. They often help learners who have literacy support needs and support with our organising extra-curricular events. In 2022-23 we had four non-teaching staff members supporting with management, project management, finance, comms, fundraising and HR.

Moving into 2023/24 we have 9 permanent members of staff, including 7 teachers: Dermot Bryers, Becky Winstanley, Fatime Jaddalah, Adela Belcova, Kasia Blackman, Lucie Vyhnalova and Anne McConnell. Cait Crosse, formerly an EFA teacher, now leads our HR work. Ariel a, Morales, a former EFA student and volunteer, is our finance lead. Stephanie Habib leads fundraising and comms work. We also have Anna and Farhana in the wider team, as mentioned above. We are very grateful to

Kolpana Begum and Shahnaz Begum for providing EFA classes with creches.

Our volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. Our volunteers are a diverse group, with a range of linguistic and ethnic backgrounds, educational backgrounds, ages and motivations. Some are volunteering to complete teacher training, others to test the waters before changing careers and some simply to give something back to their local community. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Cait, Ariel, Adela and Kasia, end up joining the EFA team as teachers or operational staff.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded directly by some of our partner institutions (for example, Amott Road Baptist Church and the Voice of Domestic Workers) to provide courses for their members. We had a substantial amount of EU funding in 2022-23, one project funded by Erasmus+ and another under the AMIF (Asylum, Migration and Integration Fund) programme. We are grateful to individual givers, who donated £3,470, including through two successful community fundraising events.

We also had four major grants supporting the development of community organising projects borne out of the ESOL classroom, from United Saint Saviour's Charity, People's Health Trust, Brent Council, and Mercers' Company. These included the organising to improve access to primary healthcare in Greenwich, alongside the Safe Surgeries campaign, as well as significant organising efforts in Northwest London around working conditions in social care and living conditions in temporary accommodation.

New funding from the Garfield Weston Foundation enabled us to co-develop a new organisational strategy alongside our learners, volunteers, and community members, while continued funding from the Walcot Foundation and the Henry Smith Charity enabled us to continue to support our students to better understand their housing rights, help each other to defend them and to organise for change. It's brilliant to be able to commit more resources to one of the most pressing problems our students experience.

We are immensely grateful to the trusts and foundations (listed on page 45) who have supported our work across our community hubs: Brent, Wandsworth, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney.

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved?
<ul style="list-style-type: none"> Secure funding to continue our work in at least six of the seven existing community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces. 	<p>Yes, we ran courses, trainings and took action in Brent, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney. We also raised money to run a walk and talk focussed on wellbeing and community building in Wandsworth.</p>
<ul style="list-style-type: none"> Raise around £390,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate. 	<p>Yes, within a rounding error or two! total income was £389,304 and we were able to use unrestricted funding we had received the year before to spend £416,115</p>
<ul style="list-style-type: none"> Convert agreements with local councils to policies and actions that improve ESOL in London and look for opportunities to have an impact nationally. 	<p>ESOL directorates and named ESOL coordinators following agreements in April 2022 in Southwark and Lambeth. GLA finally delivered on their pledge to create a staffed, multilingual website for ESOL.</p>
<ul style="list-style-type: none"> Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment. 	<p>The strategy day in September was very well-attended and generative. Broadly we agreed that we are on the right track, but we agreed to focus more explicitly on developing student and volunteer leadership and look for opportunities to impact ESOL provision and policy beyond London (see page 8).</p>
<ul style="list-style-type: none"> Maintain balance of online and face-face courses, looking for opportunities to start classes in community locations where the need is great 	<p>This year we ran 13 face-to-face and 15 online courses with the balance changing towards face-to-face throughout the year.</p>
<ul style="list-style-type: none"> Continue building links with teachers 	<p>We ran a research project called Participatory</p>

Achieved?	Original objective for year:
Room for improvement:	
<p>The report, participatory ESOL Taking Stock wasn't quite ready for publication by the end of the July 2023 but it was published in the autumn along with 5 podcasts connected to the research.</p>	<ul style="list-style-type: none"> • Write up and share research into participatory ESOL
<p>We stopped the online training for individuals partly for strategic reasons and partly because of lack of capacity to deliver them. We ran training for nine organisations during the year.</p>	<ul style="list-style-type: none"> • Run at least three online trainings for individuals and six for organisations
Achieved?	Original objective for year:
Nearly achieved objective:	
30 courses and 523 participants	<ul style="list-style-type: none"> • Run at least 28 ESOL courses, reaching 500 participants over the course of the year
<p>ESOL, Taking Stock that included teachers from Newcastle and Liverpool. We ran training in Southampton, Liverpool, Manchester, Birmingham and Lancashire. The Community of Practice group continued throughout the year including practitioners from south Wales, Bristol, Cambridge, Leeds, Gloucestershire and London.</p>	<p>and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference and to trainings.</p>

Summary of our courses in 2022-23

Group and Location	Teacher(s)	Number of hours	Number of participants ⁴	Funder
Greenwich Robert Owen Children's centre 1	Lucie	90	31	People's Health Trust
Greenwich online beginners 2	Fatime/Anna	90	22	Greenwich Council
Greenwich conversation Club	Lucie	72	33	People's Health Trust
Wandsworth conversation club	Ben, Sharon and Amelia	54	19	Volunteer-run
Wandsworth Walk & Talk (Battersea)	Anne	18	26	Wimbledon Foundation
Southwark Saturday school (morning)	Kasia	90	42	Henry Smith
Southwark Saturday School 2 (afternoon)	Adela	72	37	Henry Smith
Surrey Square 1 (online)	Adela	72	21	Henry Smith
Surrey Square 2 (online)	Lucie/Fatime	72	19	Henry Smith
Time and Talents (online)	Adela	72	22	United Saint Savours / Southwark Charities

⁴ Attending at least 5 sessions

Salvation Army, Kasia	90	22	AMIF	Camberwell, Southwark
South Bermondsey Fatime	72	19	AMIF	Southwark Children's Centre, Southwark (online)
Surrey Docks Farm Sheeva / Anne	72	18	United Saint Saviour's Wakefield Tetley Trust	
Amott Rd Church Anne	24	22	Henry Smith	
Tower Hamlets 2 Dermot	60	21	LLDC Neighbourhood Equalities Fund	
Chisenhale School, Tower Becky	90	23	LLDC Neighbourhood Equalities Fund	
Sacred Heart Primary Dermot	24	18	City Bridge Foundation	
Griffin Primary School, Anne	30	11	See above	
Henry Cavendish Primary Anne	90	15	Walcot Foundation	
Henry Fawcett Children's Verushka / Kasia	60	19	Walcot Foundation AMIF	
Latin American Women's Anne	120	21	West Hackney Parochial Charity	beginner Aid, (LAWA) Hackney

	Mercers	14	30	Anne	Latin American Women's Aid, (LAWA) Hackney Advanced
	Sigrid Rausing Trust	32	90	Robin	Brent 1 - Wembley Asylum seekers class with Young Roots. Monday mornings
	Brent NCIL	23	90	Fatime	Brent 2 (Monday evening online - IELTS)
	Brent NCIL	14	90	Robin	Brent 3 - (Tuesday morning online - L1-2)
	Brent NCIL	13	60	Robin	Brent 4 - (Carer Workers Class - Tuesdays online) October 21 - July
	Brent NCIL	15	30	Robin	Brent 5 - (Wednesday morning online)
	Brent NCIL/29th May 1961 Charitable Trust	18	72	Fatime	Brent 6 - Sep 20 - July 21 (Wednesday evening online)
	Lloyd's of London Foundation	16	72	Robin	Our World Class
	City Bridge, Voice of Domestic Workers	32	120	Robin /Fatime	Voice of Domestic Workers
		676	3171		Totals

* 153 students attended more than one course this year

Achievements in relation to our goals and aims (see page 8)

6. Build power through community organising
7. Take action together on the issues our communities care about
8. Develop and share these methods (community organising and ESOL) through research, training and external communications
9. Campaign for better ESOL provision locally (in our local communities) and across the UK.

Aims

1. Provide participatory, action-orientated ESOL classes

We reached 523 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2021 to July 31st 2022; this is 4 more than the previous year. The balance between face-to-face and online works well for our participants. Some prefer face-to-face and others appreciate the relative ease of participating from their own homes or workplaces.

91% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. Teachers assess their students regularly, both formally and informally and their assessment supports the students' evaluations. Over 100 students completed exams - we give students the choice - and 89% passed achieving a nationally recognised qualification.

90% of students reported that they made friends on the courses. There was a high number of elderly students, many of whom migrated to the UK to support their children and help look after grandchildren. Our older students particularly valued the opportunities to build friendships. 6 of the 10 Wandsworth walk and talk participants are over 60, for example.

Every class participated in some kind of social action during the year, from preparing for and attending the annual #LoveESOL Day or the several community days to joining EFA's housing activism group and taking action to improve housing conditions, especially in Lambeth and Southwark.

2. Build power through community organising

Staff, participants, volunteers and trustees all supported EFA's community organising in 2022/23. This is building relationships with other organisations, and individuals, in order to take effective action together on the issues we have in common. This is perhaps most evident in our ESOL campaigning - where we have built a powerful coalition. Over 30 organisations have now signed up to the #LoveESOL campaign that calls on the GLA to fund and coordinate ESOL in such a way that ESOL classes are accessible to more of London's migrant communities. Over 12 of these organisations came together in July at the annual #LoveESOL day to plan and celebrate together.

One change we made this year, partly as a result of successful developments the year before and also due to discussion at the September strategy day was to emphasise the development of leadership among EFA students (and volunteers). So this year, more than ever before, teams of student leaders worked together inside and outside of their classes to plan actions and deliver events. These student leaders generally attend more than one class or activity and build relationships with several teacher-organisers and students across London. They are also often involved with a another partner organisation, like CreatingGround in Greenwich or Empoderando Familias in Southwark and help to build these partnerships.

3. Take action together on the issues our communities care about

The issue that unites our entire community is language learning and the provision of ESOL. This is our fifth organisational goal and much was achieved this year (see below).

Housing is also very important to our participants and their communities. Some of our students, especially in Tower Hamlets rent from the council and often struggle to get repairs done. Many of the newer arrivals are stuck in private rents that are crippling expensive and often poor quality. An increasing number are in temporary accommodation or hotels if they are seeking asylum. Overcrowding and mould are infuriatingly common. EFA students are fighting back however, organising (and winning) campaigns across London alongside allies. In Southwark for example, EFA students supported a successful campaign for the Council to provide named caretakers to respond more effectively to repair requests and trained staff to deal with tenants with more compassion and respect. In Brent, we worked closely with London Renters Union and took action with fellow members of the group to protect their housing rights.

EFA remains committed to the Living Wage Campaign - many of them are in low-paid work or depend on spouses in low-paid and/or precarious work. At Christmas the team, over 10 of the EFA community, took action on the Barcheester Care company, one of the biggest five in the county. The group was outraged that their CEO, Pete Calveley earned over £2.4 million last year, while thousands of carers don't make enough money to live despite doing one of the most important and tiring jobs there is.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

We ran training for nine external partners online and around the country. We ran more outside of London than ever before, including for ESOL practitioners in the North-west. These trainings in a wide range of themes relating to participatory ESOL help a large number of practitioners (over 100 this year) to improve their classes and help their students.

We continued to work alongside our academic partners at King's College London through the Hub for Education and Language Diversity. We ran two Saturday workshops during the year for around 70 teachers, academics and students, the second on political action and ESOL, which helped achieve our goal of campaigning for better ESOL provision. Thanks to Melanie Cooke and Ben Rampton, King's college researchers an EFA trustee and volunteer respectively, we ran a research project called Participatory ESOL Taking Stock with nine teacher-researchers from across the UK.

This year the community of practice group has continued to develop skills and leadership among ESOL teachers across the UK. The group teamed up to deliver our annual conference this year. It was the biggest we've ever held, with around 70 participants. The theme was trauma-informed practice and involved speakers from outside of ESOL to help develop our understanding of the practices.

5. Campaign for better ESOL provision locally (in our local communities) and across the UK.

This year the GLA finally launched the website they agreed to set up in April 2021. This followed negotiations with the mayor's team. It could be more detailed but it is a very useful resource nonetheless.

We have also had some success locally. In Southwark, Lambeth and Greenwich the councils have named ESOL coordinators, helped to bring together the ESOL sector for regular meetings and provide ESOL directories of local providers. All of this really helps students to find classes, as well as organisations that support migrants and refugees. It also helps providers, like ourselves, to address local need.

The year ended on a big high with EFA's annual #LoveESOL day, the sixth we have held. The aim of the day was to bring students and supporters together in order to set the agenda for next year's mayoral election. It was a kind of issues workshop that helped to define the specific ask we will take to the new Mayor. The group identified funding for ESOL as the biggest issue to campaign on, but also recognised that lack of childcare is an issue that needs resolving in order to make ESOL more accessible to more of London's migrant communities.

Case study 2: South London Community Day

EFA community days started in Brent with Robin Sivapalan and the team. They are a combination of language learning, campaign strategy, relationship building and celebration. In November, English for Action (EFA) classes based in south London came together at St John's Waterloo. There were over 100 students, teachers and allies in the room.

The day was co-delivered and co-planned by a group of student leaders, that is EFA students who have been involved in EFA's community organising and campaigning work. They built skills and gained valuable experience in the process that will help them in their volunteer roles, activism and in the workplace.

The development of student leadership is important for EFA's community organising because our aim is to work with our students to build their capacity to take action on issues that matter to them in order to bring positive change to themselves and their communities, as well as for their development in its own right, as once people have developed skills and gained knowledge, it will serve them for the rest of their life and they will be able to use them in other contexts to bring about change.

Student leaders take on a variety of roles at EFA. They negotiate with power holders, speak to journalists, perform theatre performances to demonstrate issues they experience, make video interviews, podcasts and videos, organise photo exhibitions, and, like on this day, share their experiences and knowledge with other EFA students.

Looking ahead

In 2023-24 we plan to continue basing the majority of our classes in our community hubs. We are finding it particularly difficult to resource the work in Brent but elsewhere we go into the year with funding and plans to raise more. There will be a mayoral election and this gives an opportunity to secure agreements from the next mayor on issues that are important to our communities, none less than ESOL provision itself.

General

- Secure funding to continue our work in at least six community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces.
- Raise around £400,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate.

- Run at least 22 ESOL courses and 5 ongoing conversation clubs, reaching 450 participants over the course of the year
- Maintain some online provision to supplement in-person classes in our community hubs

ESOL campaigning

- Build a powerful team to campaign for ESOL to a range of decision-makers
- Continue to work with local authorities to improve the access to ESOL in our community hubs
- Secure new agreement from the candidates for Mayor to support and improve the provision of ESOL in London

Building the Participatory ESOL community (training, comms and research)

- Share research into participatory ESOL and community organising through, podcasts, reports, articles and our social media
- Deliver a conference on community organising and ESOL for 50+ practitioners
- Run training in participatory methods for six organisations
- Deepen work with HE education institutions, such as King's College London and others
- Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference.

Strategy

- Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment.
- Explore new ways to fund our activities, such as through AEB and strategic partners in HE and the NHS.

Trustees and Governance

Key points at a glance:

- Continued to deliver quality and accessible ESOL sessions, via in-person provision available at all seven community hubs (in addition to maintaining some online provision), with 91% of students surveyed in 2023 reporting improved English skills and confidence
 - Facilitated a diverse range of community action initiatives, including having 100+ students represented at the annual #LoveESOL conference, expanding the EFA housing activism group, and continued engagement in the London Living Wage campaign.
 - Continued investment in the development of new pedagogy and methods through partnerships, conferences and trainings, with 150+ ESOL practitioners trained in participatory pedagogy and community organising with EFA during the year.
- Delivery*
- Developed a new three-year (2022-2025) strategy for EFA
 - Three trustees stepped down during the year and the board would like to express our thanks to Tom Smith, Desi Faro Monije and Liam Crosby for their efforts over many years
 - Liam, our treasurer stepped down in May 2023, with Jess Walker taking up the role.
- Governance*
- Strengthened our internal systems for monitoring and evaluation, with an aim to better understand and share our impact.
- Operations*

It is a pleasure to welcome you to EFA London's 2022-2023 Annual Report, which highlights our work to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better.

Many of the factors that created a challenging environment for charities in 2021-2022 – including the worsening cost-of-living crisis, rising inflation and economic uncertainty – continued in 2022-2023. For EFA, like many charities, this year has combined a tough funding environment with an increasing need and cost for our services. At the start of the year, we set ourselves a fundraising target of £390,000 (and agreed to use £25,000 from our reserves). Given the external context, we were pleased to meet our target for the year, and extend huge thanks to the Finance and Fundraising team for their dedication and hard work over the past twelve months to achieve this.

While the external conditions remain challenging, they also make the work of EFA more important than ever. As Trustees, we are proud and grateful for the work of the EFA team in continuing to deliver significant impact this year and for their commitment to addressing the ongoing demand for ESOL and migrant-led community organising in London. There have been many highlights this year including the increased number of students accessing EFA's ESOL classes, the continued investment

in developing and sharing innovative pedagogy methods, and the expansion of community organising and activity across all our centre hubs.

From a Trustee's perspective, we are pleased to have a strong and well-balanced board. With three Trustee departures in 2022-23, and four new Trustees fully onboarded the previous year, this has been a period of consolidation. Some key highlights of the work the Board has engaged in or had oversight on this year include participating in the September 2022 EFA strategy day, working with the EFA Executive Team to review the organisation's risk management approach and framework, and implementing the new management and governance structure launched last year. All of this, together with the incredible work that the EFA community does, has made for a strong year overall, despite the challenging context. Looking ahead, the Board will continue to work closely with the EFA Executive Team through this period of external uncertainty, and to actively participate in the new three-year strategy as we look forward to EFA's continuation of its innovative and impactful work.

The board wishes to celebrate and acknowledge the achievements of the organisation, which would not have been possible without the dedicated and impressive staff team. We would like to extend our thanks to all our partners, supporters, participants, volunteers, staff and extend our thanks to long-term staff member Cat Crosse and fellow trustees Liam Crosby, Desiree Faro Monje and Tom Smith, who moved onto new opportunities this year, for all their contributions to EFA over the years.

Organisational strategy:

In September, a group of trustees, staff, students and volunteers met to refresh EFA's purpose and strategy for the next three years (2022-2025). Over the past year, we have worked towards the objectives set out in this refreshed strategy. This includes our focus on the provision of participatory, accessible and action-orientated ESOL courses and community organising training through our community hubs, while maintaining our activities in campaigning for better and more accessible ESOL provision more widely and continuing to develop and share our own methods through research, training and external communications.

Organisational management:

The trustees provided risk assessment, strategic support and a sounding board for a variety of organisational management questions:

- Strategic focus for the period 2022-2025
- Discussions around roles and responsibilities of the Board and the Executive Team
- Budget planning for the financial year and updates to the reserves policy
- Staffing and resourcing plans to support the three-year strategy

Main risks dealt with at board level:

The board met - both in plenary and smaller groups - to feed into the organisation's risk matrix, which focussed on:

- External risks;
- Operational risks;

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

Statement on public benefit

We recruited, inducted and trained a relatively high number of new trustees in the anticipation of standing trustees moving on so we were able to bid thank you and farewell to three trustees this year without further recruitment. We are very grateful to Tom, Desi and Liam for their amazing work. Jess Walker took over from Liam as treasurer and has worked with the finance staff team to learn the ropes.

Trustee Changes

In a small charity, a large part of a trustee's contribution is simply getting involved directly with staff, and trustees have assisted on a number of practical issues outside of meetings and subcommittees:

- Reviewing, researching and publishing new research on pedagogical methods
- Assisting with the organisation of EFA's conference and other meetings
- Assisting with new staff interviews
- Reviewing and approving the accounts.
- Participation in occasional team meetings

- **October 2022:** Review of risk framework and deep dive on risk register
- **January 2023:** Review of policies and annual report check in
- **April 2023:** Self-assessment health review of the board
- **July 2023:** Budget and evaluation

The board has developed a regular agenda, with different themes for different quarters, and staff have continued to prepare updates and detail before meetings, in order to focus meeting time on discussion of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

Board meetings & other activities:

The board also assisted with specific HR related risk assessments. This included the ongoing challenge of inflation and its impact in the EFA community including on staff salaries to which we have maintained cost-of-living increases, including a planned 10% increase to salaries from August 2023. The board believes this is an important commitment to staff wellbeing and will help with retention.

- Regulatory and compliance risks;
- Financial risks; and
- Governance risks.

The executive team's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

The board has agreed a new reserves policy to cover unforeseen events and uncertainties in funding or cash flow to cover three to nine months of running costs. This extended range is new as of 2023 and reflects the evolving nature of available funding following the COVID-19 pandemic and the cost-of-living crisis. In the case that reserves rise above six months or fall below four months for a period of longer than 30 days, it is our policy to inform the Board of Trustees for their information and in order to support strategic decision-making. At the end of the year, total unrestricted funds carried over were £179,161 which equates to between five and six months of core running costs. This is relatively high but seems appropriate given the challenging fundraising environment.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.

2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

Statement of Trustees' responsibilities

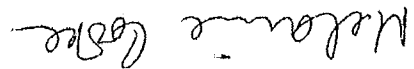
The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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 the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for 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.



Melanie Cooke (on behalf of the board of trustees)

Independent Examiner's Report to the trustees of EFA London ('the Company')

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of, which is one of the listed bodies.

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

1. accounting records were not kept in respect of EFA London 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.

**EFA London
Independent Examiner's Report to the trustees of EFA London ('the Company')**

Tim Sullivan FCA



9 Hare & Billet

Blackheath

SE3 0RB

22/4/2024

EFA London

Statement of Financial Activities for the Year Ended 31 July 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Total		Total	Total		
		Unrestricted	Restricted		2023	Unrestricted	Restricted
		£	£	£	£	£	£
Income and Endowments from:							
Donations and legacies	3	103,067	211,583	314,650	105,121	315,500	420,621
Charitable activities	4	73,726	-	73,726	75,557	-	75,557
Investment income	5	928	-	928	22	-	22
Total income		177,721	211,583	389,304	180,700	315,500	496,200
Expenditure on:							
Charitable activities	6	(183,423)	(232,692)	(416,115)	(167,868)	(300,540)	(468,408)
Total expenditure		(183,423)	(232,692)	(416,115)	(167,868)	(300,540)	(468,408)
Net movement in funds		(5,702)	(21,109)	(26,811)	12,832	14,960	27,792
Reconciliation of funds							
Total funds brought forward		184,863	77,796	262,659	172,031	62,836	234,867
Total funds carried forward	15	179,161	56,687	235,848	184,863	77,796	262,659

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 15.

The notes on pages 33 to 46 form an integral part of these financial statements.

EFA London

(Registration number: 06909738)
Balance Sheet as at 31 July 2023

	2023	2022
Fixed assets	5,903	4,075
Tangible assets		
Current assets	21,649	56,120
Debtors		
Cash at bank and in hand	225,065	209,618
Creditors: Amounts falling due within one year	(16,769)	(7,154)
Net current assets	229,945	258,584
Net assets	235,848	262,659
Funds of the charity:		
Restricted income funds	56,687	77,796
Restricted funds		
Unrestricted income funds	179,161	184,863
Unrestricted funds		
Total funds	235,848	262,659

For the financial year ending 31 July 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 31 to 46 were approved by the trustees, and authorised for issue on 26 February 2024 and signed on their behalf by:

Melanie Cooke

Melanie Cooke
Trustee

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Battersea High Street

London

England

SW11 3HP

These financial statements were authorised for issue by the trustees on 26 February 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - Second edition October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgments and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affect only that period, or in the period of the revision and future periods where the revisions affect both current and future periods.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	4 year straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.
Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total
	£	£	£
	2023	2022	2022
	Total	Total	Total
Donations and legacies;	5,658	-	4,671
Grants, including capital grants;	-	-	930
Team London Bridge	17,409	-	21,450
City Bridge Foundation	-	13,000	44,000
Brent Council	-	-	5,001
Wakefield Tetley Trust	-	-	27,654
Erasmusus Plus - MIGREAT	-	60,000	60,000
Henry Smith Charity	-	20,000	1,000
United Saint Savour's Charity	-	-	4,950
Team London Bridge	-	20,000	12,000
People's Health Trust	-	27,337	23,967
Walcot Foundation	-	9,971	-
West Hackney Parochial Charity	-	-	34,894
The National Lottery Community	-	-	38,207
Fund - Big Lotteries	-	3,000	3,000
Sport London (Comic relief)	-	-	4,831
29th May 1961 Charitable Trust	-	-	2,000
Edward Harvist Fund	-	-	2,250
Arnold Clark Community Fund	-	250	2,250
Bermondsey Square Community	-	-	5,000
Fund	-	-	19,394
Clarion Futures - Hackney	-	-	2,000
Postcode Society Trust	-	-	5,000
WF Southall Trust	-	-	1,000
St George the Martyr Charity	-	-	-
The Austin & Hope Pilkington	-	-	-
Trust	-	-	-

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

	Unrestricted funds	Restricted funds	Total	Total
	£	£	£	£
	2023	2023	2022	2022
Wandsworth Council	-	-	7,864	-
Wimbledon Foundation	-	2,750	-	-
Garfield Weston Foundation	25,000	-	20,000	20,000
AB Charitable Trust	-	-	20,000	-
Orange Tree Trust	-	-	5,000	-
The Mercers' Company	34,800	-	30,000	30,000
The Clothworkers' Foundation	-	-	10,000	-
Near Neighbours	-	-	2,558	-
Empoderando Familias	-	-	2,000	-
storytelling series	-	-	-	2,000
Southwark Charities	-	3,821	-	-
London Legacy Development Corporation	-	13,538	-	-
Hackney Council	-	9,939	-	-
Royal Borough of Greenwich	-	9,443	-	-
Erasmus Plus - COFA	-	18,084	-	-
Lloyd's of London Foundation	5,000	-	-	5,000
London Renters Union	200	-	-	200
Sigrid Rausing Trust	15,000	-	-	-
Brent Solidarity Fund	-	450	-	450
Unrestricted funds	103,067	211,583	420,621	103,067
Income from charitable activities				
4				
Courses and classes		20,841	9,471	
Contractual income from government or public authorities		52,885	66,086	
5				
Investment income				
Interest receivable and similar income;		928		
Interest receivable on bank deposits			22	
Total	£	£	£	£
	2023	2023	2022	2022
	73,726	52,885	75,557	66,086
	928	928	22	22

6 Expenditure on charitable activities

	£	£
	2023	2022
	Total	Total
Consultants fees and creche support	43,644	18,821
Staff training	3,746	2,175
Staff welfare	1,937	-
Conferences and workshops	-	13,143
Books and course materials	15,964	3,567
Subscriptions	-	3,230
Legal and professional fees	-	2,126
Bad debts written off	50	361
Bank charges	12	5
Depreciation of office equipment	2,421	1,358
Volunteer expenses	-	330
Staff costs	326,534	401,481
Support costs	21,807	21,811
	<u>416,115</u>	<u>468,408</u>

In addition to the expenditure analysed above, there are also support costs of £21,807 (2022 - £21,811) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of support costs

Support costs

	£	£
	2023	2022
	Total	Total
Rent and rates	7,013	5,540
Insurance	170	-
Telephone and internet	-	804
Office equipment	45	2,988
Printing, postage and stationery	1,201	672
Sundries	30	3,705
Travel, trips and refreshments	5,929	3,941
Advertising	-	227
Independent examination	2,562	2,442
Computer software and maintenance costs	4,857	1,492
	<u>21,807</u>	<u>21,811</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.
 No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	290,948	360,484
Social security costs	22,825	28,192
Pension costs	12,761	12,805
	<u>326,534</u>	<u>401,481</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023	2022
	No	No
Charitable activities	<u>11</u>	<u>16</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

11 Tangible fixed assets

	Furniture and equipment		Total	
	£	£	£	£
Cost				
At 1 August 2022	5,433	5,433	5,433	5,433
Additions	4,249	4,249	4,249	4,249
At 31 July 2023	9,682	9,682	9,682	9,682
Depreciation				
At 1 August 2022	1,358	1,358	1,358	1,358
Charge for the year	2,421	2,421	2,421	2,421
At 31 July 2023	3,779	3,779	3,779	3,779
Net book value				
At 31 July 2023	5,903	5,903	5,903	5,903
At 31 July 2022	4,075	4,075	4,075	4,075
12 Debtors				
Trade debtors	-	-	52,764	52,764
Prepayments	990	990	1,907	1,907
Accrued income	20,509	20,509	1,299	1,299
Other debtors	150	150	150	150
	21,649	21,649	56,120	56,120

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

13 Creditors: amounts falling due within one year

	2023	2022
Other taxation and social security	5,756	-
Other creditors	51	-
Accruals	10,962	2,854
Deferred income	-	4,300
	<u>16,769</u>	<u>7,154</u>

Other taxation and social security

Other creditors

Accruals

Deferred income

Deferred income at 1 August 2022

Resources deferred in the period

Amounts released from previous periods

Deferred income at year end

	2023	2022
	£	£
	4,300	-
	-	4,300
	(4,300)	-
	<u>-</u>	<u>4,300</u>

14 Pension and other schemes
Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £12,761 (2022 - £12,805).

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2023

15 Funds	Current year	Balance at 1 August 2022	Incoming resources	Resources expended	Transfers	Balance at 31 July 2023
	£	£	£	£	£	£
Unrestricted						
General						
General Funds	171,415	175,533	(183,423)	13,448	176,973	
Funds - prior period adjustment	13,448	-	-	(13,448)	-	
Restricted						
Wakefield Tetley Trust	5,001	-	(5,001)	-	-	
Erasmus Plus - MIGREAT	14,275	-	(14,275)	-	-	
Henry Smith Charity	25,000	60,000	(60,000)	-	25,000	
United Saint Saviour's Charity	-	20,000	(18,333)	-	1,667	
People's Health Trust	4,566	20,000	(20,899)	-	3,667	
Walcot Foundation	9,769	27,337	(27,339)	-	9,767	
29th May 1961 Charitable Trust	-	3,000	(3,000)	-	-	
Brent Council	5,864	13,000	(18,864)	-	-	
West Hackney Parochial Charity	-	9,971	(3,324)	-	6,647	
Sport London - Comic Relief	3,321	-	(3,321)	-	-	
Bermondsey Square Community Fund	-	250	(250)	-	-	
Wimbledon Foundation	-	2,750	(2,750)	-	-	

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

	Balance at 1 August 2022	Incoming resources	Resources expended	Transfers	Balance at 31 July 2023
	£	£	£	£	£
The Clothworkers' Foundation	10,000	-	(10,000)	-	-
Southwark Charities	-	3,821	(3,821)	-	-
London Legacy Development Corporation	-	13,538	(13,538)	-	-
Hackney Council	-	9,939	-	-	9,939
Royal borough of Greenwich	-	9,443	(9,443)	-	-
Erasmus Plus - COFA	-	18,084	(18,084)	-	-
Total funds	262,659	386,666	(415,665)	-	233,660
	77,796	211,133	(232,242)	-	56,687

EFA London
Notes to the Financial Statements for the Year Ended 31 July 2023

Previous year	Unrestricted	<i>General</i>		Total funds
Balance at 1 August 2021	£	£	£	£
Incoming resources	£	£	£	£
Resources expended	£	£	£	£
Balance at 31 July 2022	£	£	£	£
	158,583	180,700	(167,868)	172,031
General Funds	13,448	-	-	184,863
Funds - prior period adjustment	-	-	-	-
	5,001	5,001	-	171,415
Tower Hamlets	-	27,654	(13,379)	13,448
Erasmus Plus - MIGREAT	-	60,000	(35,000)	14,275
Henry Smith Charity	-	1,000	(1,000)	5,001
United Saint Savours	-	4,950	(4,950)	25,000
Team London Bridge	-	12,000	(7,434)	14,275
People's Health Trust	-	930	(930)	4,566
The Company of Community Organisers	-	23,967	(14,198)	-
Walcot Foundation	-	3,000	(3,000)	9,769
29th May 1961 Charitable Trust	-	44,000	(47,161)	-
NCIL Brent	9,270	34,894	(48,832)	5,864
The National Lottery Community Fund - Big Lotteries	6,621	-	(6,621)	-
Hackney Parochial Charities	18,982	-	(9,270)	-
Sport London - Comic Relief	5,000	38,207	(53,868)	3,321
Charles S. French Charitable Trust	-	-	(5,000)	-
Edward Harvist Fund	-	4,831	(4,831)	-
Bernondsey Square Community Fund	-	2,250	(2,250)	-
Carlton Futures - Hackney	-	5,000	(5,000)	-
Postcode Society Trust	-	19,394	(19,394)	-
WF Southall Trust	-	2,000	(2,000)	-
St George the Martyr	-	5,000	(5,000)	-
The Austin & Hope Pilkington Trust	-	1,000	(1,000)	-
Wandsworth Council	-	7,864	(7,864)	-
The Clothworkers' Foundation	-	10,000	-	10,000
Near Neighbours West fund	-	2,558	(2,558)	-
	62,836	315,500	(300,540)	77,796
	234,867	496,200	(468,408)	262,659

Notes to the Financial Statements for the Year Ended 31 July 2023

The specific purposes for which the funds are to be applied are as follows:

- Erasmus Plus - International 'Community Organising for All' research and training programme.
- Henry Smith Charity - 'English for Housing Action' programme providing ESOL classes and housing advice in South London.
- United Saint Saviour's Charity - ESOL classes and community organising in Southwark.
- People's Health Trust - 'Language for Change' ESOL and wellbeing project in Greenwich.
- Walcot Foundation - 'English for Housing Action' programme providing ESOL classes and housing advice in Lambeth.
- Brent Council - A community ESOL project providing English classes, community organising, career development support & community events.
- West Hackney Parochial Charity - ESOL for Work language and career development classes in Hackney.
- 29th May 1961 Charitable Trust - An ESOL class and community organising in Brent.
- Bernondsey Square Community Fund - 'ESOL for Community' programme in Bernondsey, Southwark
- Wimbledon Foundation - A 'Walk & Talk' ESOL walking group for migrants in Battersea, Wandsworth.
- Southwark Charities - ESOL and wellbeing support for older women in Southwark.
- London Legacy Development Corporation - 'Together for Tower Hamlets' ESOL and wellbeing project in Bow, Tower Hamlets.
- Hackney Council - An ESOL for Work programme supporting migrant women in Hackney.
- Royal Borough of Greenwich - ESOL classes and integration support for refugees from Ukraine in Greenwich.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2023

16 Analysis of net assets between funds

	Current year			Previous year		
Tangible fixed assets	5,903	-	5,903	4,075	-	4,075
Current assets	190,027	56,687	246,714	187,942	77,796	265,738
Current liabilities	(16,769)	-	(16,769)	(7,154)	-	(7,154)
Total net assets	179,161	56,687	235,848	184,863	77,796	262,659
	£	£	£	£	£	£
	Unrestricted funds	Restricted funds	Total funds at 31 July 2023	Unrestricted funds	Restricted funds	Total funds at 31 July 2022

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2022

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

EFA London

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EFA London

Reference and Administrative Details

Trustees

Larysa Agbaso
Marwa Belghazi
Melanie Cooke
Desiree Faro Montje
Daniel Grutters
Liam James Crosby
Sho Konno
Tom Smith
Jessica Walker
Nicolo Wojewoda

Secretary

Dermot Bryers

Charity Registration Number

1133268

Company Registration Number

06909738

Registered Office

The charity is incorporated in England and Wales .
108 Battersea High Street
London
England
SW11 3HP

Independent Examiner

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

EFA London

Annual Report

1st August 2021 – 31st July 2022

Charity Number: 1133268

Company Number: 06909738

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Glossary of acronyms and abbreviations

CPD	Continued Professional Development
EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NCIL	Neighbourhood Community Infrastructure Levy
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2021. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law.

Marwa Belghazi

Dr. Melanie Cooke

Liam Crosby

Desiree Faro Montje

Daniel Michael Grütters

Larysa Agbaso

Sho Konno

Tom Smith

Jessica Walker

Fella Meftah

Annalibera Refuto

Laila

Isolda Libório

Chair

Treasurer

Mulloy

Company Secretary

Dermot Bryers

Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office

Katherine Low Settlement, 108 Battersea High Street, SW11 3HP

Accountants

Field Sullivan Limited Chartered Accountants, Neptune House, 70 Royal Hill, Greenwich, London, SE10 8RF

Bankers

The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT

Website

www.efalondon.org

Executive Team Statement

EFA London (English for Action) exists to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, and must be, at the forefront of organising to make our society fairer and more equal.

This year started with a gradual easing of Covid-19 restrictions but the pandemic, and related instability, very much still posing a threat to our communities. The year ended with a worsening cost of living crisis, high inflation and soaring energy costs, partly as a result of the Russian invasion of Ukraine. The war also caused the displacement of millions of Ukrainian people, over 100,000 of whom have arrived in the UK. Many have joined our classes.

After over a year of more or less no face-face activities, this year we were delighted to re-connect with EFA participants in real life. We returned to previous venues and restarted classes, such as at Latin American Women's Aid in Dalston and Henry Cavendish Primary School in Streatham, and we started new face-face activities. One popular new activity designed to support people's mental and physical health, while minimising the Covid risks was the 'walk and talk' we started in Battersea Park for our Wandsworth and Lambeth students and then in Tower Hamlets for the group in Bow. We also ran swimming courses for the Bow students; participants told us how important these activities were to them this year.

We're really proud of the impact we've had this year, which included some amazing student-led organising around the local elections that resulted in strong agreements in Brent and Southwark in particular. In Brent we ran a series of community days that established an agenda for local change through deep listening and broad participation, inside and outside of EFA, but also developed student leadership to fight for this change.

We continued to invest in the development of new methods and sharing them. Our annual conference on 'migration narratives and participatory ESOL' included practitioners from across Europe and over 50 from the UK. Together we learned about story-telling, participatory video and interactive theatre, and how to use these methods to create and share positive narratives on migration.

This year EFA's founder Dermot Bryers stood down as Chief Executive Officer and is now part of a five person executive team. We would like to thank all our staff, participants, trustees, volunteers, donors and funders for their support this year. Together we have achieved an enormous amount and we hope you get a sense of this by reading our annual report.

Signed,



on behalf of the Executive Team (Ariel A. Morales, Adela Bryers and Stephanie Habib)

Belecova, Dermot

2021-22 Key achievements at a glance

ESOL

- 519 people attended at least five of our sessions (37 more than last year)), with 44% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- Restarted face-face provision in all our community hubs. We found face-face provision was most important for the lower levels, those participants with limited basic literacy skills, restricted access to the internet (of course) and living in overcrowded accommodation. Online provision works best for workers, especially those doing split shifts on low salaries.
- 95% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 32 ESOL courses in seven boroughs (two fewer than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, Brent and Tower Hamlets.
- Established two Walk and Talk groups, one in Wandsworth and one in Tower Hamlets to support participants’ mental and physical health and language skills.
- Eight Participatory ESOL trainings delivered to six external organisations and three training courses delivered to 32 individuals (as opposed to groups).

Community Organising and Action

- Community days launched in Brent to build relationships, listen deeply to our participants and partners and develop a programme of action. They have also been effective in developing student leadership. A team has emerged that not only drives the work in Brent but has contributed impressively across London.
- Over 100 EFA students participated in issues workshops (where problems are broken down into concrete demands of those in power), delegates assemblies (to prioritise demands) and pre-council election assemblies with council leaders in Brent, Lambeth, Southwark, Greenwich and Hackney.
- EFA teachers and students continued to learn about and practise Theatre of the Oppressed, particularly the interaction of forum theatre and community organising. EFA participants contributed to a play called *Shoe Shop* that helped secure agreements from the leader of Greenwich Council on temporary accommodation. In July a group of teachers, students and allies came together at King’s College London to use forum theatre to improve our negotiating with decision-makers.

- EFA housing action group expanded thanks to new funding, particularly for students in Southwark and Lambeth. The group meets monthly supported by our partner Housing Action Southwark and Lambeth, and is based on mutual aid where participants give and receive support to/from others in the group.
- EFA led a listening campaign as part of Cleaners United, working with partners across the migrants rights and labour unions sector to listen to 300 cleaners. Following the listening campaign we selected sick pay as the issue we'll campaign on. We are asking the government to reform
- Brent EFA (Robin and Fatime) led the way in developing student leaders in a deeper and more consistent way than we have managed previously. Student leaders from Brent helped set up community days and a public assembly, campaigning for a living wage for carers, won agreements from Brent council on ESOL and a range of other issues and two joined EFA's board of trustees at the end of the year.

Our operations

- Raised £496,200 in total – of which around 36% was unrestricted funding and 64% was restricted funding (see accounts, page 30). Income is down 20% from last year.
- Restructured our management and decision-making, creating an executive team of five people, each of whom lead a sub-committee. Our executive team consists of Adela Belecova (Community organising and campaigning and Strategy), Stephanie Habib (Fundraising and comms), Ariel A. Morales (Finance), Cait Crosse (HR) and Dermot Bryers (Pedagogy and strategy).
- Streamlined our operations by testing and skilling up in new digital tools -- Donorfy (fundraising), Quickbooks (finance); HootSuite and Canva (Comms); Loomio and Slack (whole team)
- We brought in equal pay (effective from August 1st 2022) across the organisation in order to remove pay gaps across gender, race, nationality and class background and to demonstrate that we value teaching and organising work as much as management, strategy and operational work.
- Continued commitment to staff wellbeing through secured funding for office equipment from Clothworkers, which helped to support staff to work safely and effectively from home.
- Amira Elwakil, Verushka Grebenar-George and Phoebe Cullingworth moved on after many years of amazing work. We thank them for all they've done for EFA and our beneficiaries.
- Overhauled all of our Comms output -- new designs for the website, blog, newsletter, etc, plus a new three-year Comms strategy focused on anti-racist and anti-oppressive comms in particular.
- Developed a comprehensive staff handbook to improve access to and knowledge of EFA's policies, procedures, structures and practices

- We are delighted to welcome, Anna Kostyrina, Farzana Azad and Cecilia Cutter to the staff team. Anna is working two days a week to support with fundraising, Farzana leads the walk and talk group in Tower Hamlets and Cecilia taught the group at Surrey Docks Farm in Southwark.

Strategy 2019-22

In July 2019 EFA developed a new three year strategy.

Vision

People are fully able to participate in and help create a just and equal society, regardless of where they are from.

Goals

1. Better and more ESOL provision, as well as better awareness
2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about fundamental change

Aims/activities

1. Provide participatory, action-orientated ESOL classes
2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.
3. Take action on the issues that emerge in the classes, alongside our students.
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for ESOL

Proposals for change 2019-2022

- Increase the proportion of time and money spent on training, research and ESOL campaigning, towards an 80/20% split (ESOL and community organising/training, research and ESOL campaigning, respectively).
- Focus growth in provision on existing hubs and neighbouring boroughs in London
- Explore opportunities to support participatory ESOL outside of London through training, research and comms.
- Staff have autonomy and flexibility in terms of which of EFA's campaigns/aims/operations they are dedicated to.
- Hire new staff to make sure we're not over-stretched but try to avoid hiring on short-term contracts (there are limited times when this might be the only option and on balance worth doing).
- Become a better anti-racist organisation at all levels of our practice.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and fifteen years of experience delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objects), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere) or online. We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school. We also arrange free crèches, where our students have young children. Online classes have also been popular with parents. We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door. For many participants, online learning has made it more accessible while, unfortunately, others found the opposite to be true. We hope to continue running a mix of online and classroom provision.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an 'expert' teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But, we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities. This is where community organising comes in.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills and building their networks. Community organisers help people to get together and build powerful networks that can then, through focused campaigns, change things in their local area or even further afield. Citizens UK is one of the main homes of community organising in the UK and we are a member of their north, south and east

London chapters - where we have our community hubs. We are also closely involved with Community Organisers Ltd, Migrants Organise, NEON and HASL, all of whom practise and teach community organising. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively support EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is support available to them as they engage in community organising.

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to live in London. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; the majority of whom have come to the UK via Spain. In Tower Hamlets, the majority are Bangladeshi, although many have lived in third countries, especially Italy. We also work with a large number of Polish, Portuguese, Italian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partners' children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. Successive cuts to publicly funded ESOL courses since 2007 have left a huge gap between supply and demand. The introduction of fees for many learners has further impacted participation and the numbers of people on ESOL courses dropped from 179,000 in 2010 to 114,000 in 2017 (according to research by the Institute of Learning and Work) from which point the figure seems to have remained relatively steady. Moreover, migrants with no recourse to public funds are often ineligible for publicly subsidised education. The other barrier to accessing free ESOL courses, for those who are eligible, is the lack of childcare. Our online classes were particularly accessible for parents. Having said that, it is not easy to look after a young child (or more than one) and participate in a class. Face-to-face classes with creches are preferable.

Case study 1: Hakima

Before coming to London, **Hakima** was a communications lecturer in Algeria, but when she gave that up and relocated to support her husband's career, she found that she couldn't get a job without learning English, and she couldn't learn English at college because her visa conditions prevented her from doing so.

Upon discovering EFA, she attended every class open to her, jumped at the chance to co-design and facilitate a series of online wellbeing workshops during lockdown, delivered sessions on Algeria and the media for the Our World Class, and got involved in producing EFA's People in Action video series.

With a background in sailing and athletics, she expressed one day that she wanted to learn how to ride a bike. We directed her to a local group, where she met someone who encouraged her to apply to be a governor of a primary school in Kilburn. She completed a Level 3 ESOL and Literacy course for teaching assistants, a leadership course, and Listening Skills and Safeguarding courses as part of our involvement with the CO Ltd National Listening campaign.

Hakima took on voluntary roles in the areas of research, strategy, and spokesperson, particularly on ESOL strategy. She has recently secured a job as a mental health project coordinator at a local community centre.

Teachers, support staff and volunteers

EFA is grateful to our dedicated team of staff and volunteers. All our teachers are experienced, at least CELTA-qualified (or equivalent) and trained in our participatory methods. Our volunteers support the teachers as teaching assistants, run conversation clubs, support small groups and sometimes 1-1. They often help learners who have literacy support needs and support with our organising extra-curricular events. In 2021-22 we had four non-teaching staff members supporting with management, project management, finance, comms, fundraising and HR.

Moving into 2022/23 we have 11 permanent members of staff, including 8 teachers: Dermot Bryers, Becky Winstanley, Fatime Jaddalah, Adela Belecova, Kasia Blackman, Robin Sivapalan, Lucie Vyhnaľcova and Anne McConnell. Cait Crosse, formerly an EFA teacher, now leads our HR work. Ariel a. Morales, a former EFA student and volunteer, is our finance lead. Stephanie Habib leads fundraising and comms work. We also have Anna and Farhana in the wider team, as mentioned above.

Our volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. Our volunteers are a diverse group, with a range of ethnic backgrounds, educational backgrounds, ages and motivations. Some are volunteering to complete teacher training, others to test the waters before changing careers and some simply to give something back to their local community. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Cait, Adela and Kasia, end up joining the EFA team as teachers.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded directly by some of our partner institutions (for example, Amott Road Baptist Church and the Voice of Domestic Workers) to provide courses for their members. We had a substantial amount of EU funding in 2021-22, one project funded by Erasmus+ and another under the AMIF (Asylum, Migration and Integration Fund) programme. We are grateful to individual givers, who donated £4671, including two successful crowdfunders.

This year we had a relatively large amount of unrestricted funding from the Covid-19 emergency funding we received last year for spending across the two years. We are very grateful for the flexibility this afforded us and for the opportunity to spread the Covid funding into the leaner, post-Covid funding environment.

We also had three major grants supporting the development of community organising projects borne out of the ESOL classroom, from Postcode Society Trust, AB Charitable Trust and Mercers' Company. These included the mental/physical health and wellbeing programmes in Tower Hamlets and Wandsworth and ESOL for Work courses and initial organising around discrimination against migrants around hiring in Hackney.

New funding from Walcot Foundation and Henry Smith enabled us to support our students to better understand their housing rights, help each other to defend them and to organise for change. It's brilliant to be able to commit more resources to one of the most pressing problems our students experience.

We are grateful to the many trusts and foundations (listed on page 44) who have supported our work across our community hubs: Brent, Wandsworth, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney,

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved?
Secure funding to continue our work in our seven existing community hubs, running at least two courses with two sessions each at each hub.	We had some dedicated funding for each of seven hubs and distributed core funding in order to top up. Each hub had at least two sessions a week and invited students to join additional online sessions.
Convert agreements with the Mayor and GLA to policies and actions that improve ESOL in London and work with councils in the run up to the local elections to secure commitments to improve ESOL in our hubs.	The mayor's team has delivered an ESOL website, as they committed in 2021, although it's not as detailed and up-to-date as we would like. Agreements have been secured with local councils in advance of the 2022 elections.
Restart provision in our community settings connecting with the students who missed our on online provision	We had some face-to-face provision in each of our seven community hubs
Continue to build the community of participatory ESOL practitioners through regular trainings for groups and individuals (six for individuals and 10 for groups), an annual conference and the monthly community of practice meet-ups.	The annual conference included +60 practitioners, we sustained the CoP monthly all year, reaching 32 ESOL teachers and ran training for 74 across 11 different sessions (with some attending several).
Nearly achieved objective:	
Original objective for year:	Achieved?
Run follow-up trainings for teachers in Sheffield and Bristol and run trainings in other cities to develop links across the UK.	We did not manage to follow up with our Bristol and Sheffield groups but ran training for groups in Newcastle, Southampton as well as several in London. We included teachers from across the UK in our community of practice monthly meetings.

Develop a new three to five year strategy that takes us beyond 2022	We have started and have a strategy day in September 2022 bringing together trustees, volunteers, students and staff.
Raise over £500,000 in order to make the change we want to make and sustain the growth we have experienced this year. We think the large amount we raised this year was partly due to a windfall of emergency covid funding and as such are prepared to raise less in 2021-22 but considerably more than in 2019-20.	£496,200 - we are finding the fundraising climate more difficult than ever with unprecedented competition for scarce resources in the aftermath of Covid-19 and as the cost of living crisis increases demand.
Room for improvement:	
Original objective for year:	Achieved?

Summary of our courses in 2021-22

Group and Location	Teacher(s)	Number of hours	Number of participants ¹	Funder
Greenwich Robert Owen Children's centre 1	Lucie	90	16	The National Lottery Community Fund: Reaching Communities
Greenwich online beginners 2	Anne	90	17	see above
Greenwich conversation Club	Lucie	72	9	National Lottery Community Fund

¹ Attending at least 5 sessions

Wandsworth conversation club	Ben, Sharon and Amelia	54	17	Volunteer-run
Southwark Saturday school (morning)	Adela	72	53	Henry Smith
	Kasia	82.5	31	Henry Smith
Southwark Saturday School 2 (afternoon)	Adela	72	23	Henry Smith
Surrey Square 1 (online)	Adela	72	21	Henry Smith / Team London Bridge
Surrey Square 2 (online)	Amira / Sheeva	72	16	Henry Smith
Time and Talents	Adela	72	25	Henry Smith / Team London Bridge
Salvation Army, Camberwell, Southwark	Kasia	140	21	AMIF
South Bermondsey Children's Centre, Southwark (online)	Kasia / Fatime	140	32	AMIF
Surrey Docks Farm	Sheeva	72	21	Wakefield & Tetley
Tower Hamlets online 1	Amira/Lucie	60	18	Sport London
Chisenhale School, Tower Hamlets (online)	Becky and Amira	120	22	Sport London
St Paul's Primary School, Tower Hamlets (online)	Amira	90	17	Sport London

Sacred Heart Primary School, Battersea (online)	Dermot	90	23	Big Lotteries, City Bridge
Griffin Primary School, Battersea (online)	Anne	90	10	See above
Henry Cavendish Primary School, Streatham	Dermot	90	13	Walcot Foundation/Barrow Cadbury
Henry Fawcett Children's Centre	Verushka / Kasia	60	13	AMIF
Latin American Women's Aid, (LAWA) Hackney E1/E2 (Mon 12.30-2.30pm) Advanced (Tue 5-7pm)	Anne	180	14 18	COLtd, Economist charitable trust, Allen and Overy
Brent 1 - Wembley Asylum seekers class with Young Roots. Monday mornings	Robin	97.5	35	Brent NCIL
Brent 2 (Monday evening online - IELTS)	Fatime	97.5	18	Brent NCIL
Brent 3 - (Tuesday morning online - L1-2)	Robin	97.5	12	Brent NCIL
Brent 4 - (Carer Workers Class - Tuesdays online) October 21 - July	Robin	82.5	10	Brent NCIL
Brent 5 - (Wednesday morning online)	Robin	82.5	14	Brent NCIL
Brent 6 - Sep 20 - July 21	Fatime	97.5	20	Brent NCIL

(Wednesday evening online)				
Study Groups - June - Aug 21 (10 Monday afternoons + 3 day summer school)	Robin	45 (3 hrs x 10 5 hrs x 3)	15	Brent NCIL
Our World Class	Robin	72	12	Barrow Cadbury
Voice of Domestic Workers	Robin /Fatime	114 (78 +36)	30	City Bridge, Voice of Domestic Workers
Totals		3171	616	

* 97 students attended more than one course this year

Achievements in relation to our goals and aims (see page 8)

Goals

1. Better and more ESOL provision, as well as better awareness
2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.

Aims

1. **Provide participatory, action-orientated ESOL classes**

We reached 519 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2021 to July 31st 2022; this is 37 more than the previous year, primarily because we added several new courses and sustained all the others from the previous year. It also became easier for people to join classes online, especially for workers who were more likely to attend online from their home or even from work and travel to class after work or on their day off.

94% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. This supports the informal assessments carried out by our teachers, which are conducted throughout the course and recorded in course-end evaluations and in our course files.

The mix of online and face-to-face provision feel like a really positive development. This is noted by students, some of whom celebrate the fact they can “learn English and make friends from home” and others who are over the moon to reconnect with people in the flesh. Online provision is efficient too in terms of being able to fill classes and combine students according to level and interests.

92% of students reported that they made friends on the courses. This was also noted by teachers in their evaluations and reflections. It was particularly valued, and noted by students in evaluations. For example, one student commented: *“It’s so important to me to meet my classmates and talk every Thursday - I’ve made new friends and it’s important for me wellbeing”*. Activities like the conversation clubs and reading group contributed to this and we are grateful to our volunteers for leading these activities.

2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.

EFA teacher-organisers and students organised impressive mayoral election assemblies alongside allies from Citizens UK in Hackney, Lambeth, Southwark, Greenwich and Brent and secured impressive commitments from the council leaders. We managed to get ESOL demands high up on the agendas and have valuable policy commitments to improve provision and coordination, to be followed up next year.

We stepped up housing organising in Southwark and Lambeth, alongside Housing Action Southwark and Lambeth and the group there regular turns out 100 people to community days and mutual support sessions. In Greenwich EFA students and teachers have been involved in a campaign to improve temporary accommodation in the borough, alongside Creating Ground, a migrants rights charity in the neighbourhood.

3. Take action on the issues that emerge in the classes, alongside our students.

Several EFA students managed to change their housing conditions for the better and support others through their action taken. Some managed to access council housing after long stints in temporary accommodation. In Brent EFA students teamed up with the London Renters Union and helped prevent evictions.

In July a group of EFA students planned and took part in an action to demand a living wage for carers, with a vibrant demonstration outside the headquarters of Bupa and Barchester Healthcare. Low wages are a huge problem for many of our students.

There was also a large EFA presence at the migrants rights demonstration in Westminster in October, as we demanded the right to work for asylum seekers. We run a class for The Voice of Domestic Workers and members of the group have used their class to organise action to support their campaign to reinstate the overseas domestic worker visa.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

We ran a series of training for ESOL teachers and volunteers around the UK. We ran training for existing groups (organisations that book us for training) and training for individuals who sign up themselves. Both have proved really successful - this year we ran six trainings for individuals and five for organisations, training 74 ESOL teachers and volunteers in the process. Feedback has been really positive.

We continued to work alongside our academic partners at King's College London through the Hub for Education and Language Diversity. We restarted the face-face Saturday seminars in March with a session at King's for 45 people. With the support of Ben Rampton and Melanie Cooke we started a research project taking stock of participatory ESOL, ten years after we committed to the practice.

The monthly community of practice meetings have been a well-used and much appreciated space for ESOL teachers to get together and share their experience and expertise. These sessions are a collaboration between EFA and non-EFA teachers also committed to participatory ESOL. They have been attended by over 30 teachers and volunteers.

5. Campaign for ESOL

In April 2021 we secured an agreement from Sadiq Khan to invest in a "staffed and multilingual website for ESOL in London" and this year we invested a lot of energy in following up with staff at the Department for Skills in City Hall. We do have a website now, although it's not as detailed and up-to-date as we would like.

Locally we organised to improve ESOL provision and coordination in the boroughs we operate in. We asked for Councils to improve coordination by convening meetings of providers, setting up web pages with information on the council websites and appointing ESOL coordinators. We achieved commitments in Lambeth, Southwark and Brent, working alongside allies from the migrants rights sector, for example South London Refugee Association in Lambeth and Young Roots in Brent.

The campaign for ESOL is also vital in terms of the skills and relationships developed through participation in the campaign. Four EFA students made a video to promote ESOL and this was launched in February at City Lit college. At this event we planned and coordinated local action in the run up to council elections. In July we organised an ESOL picnic for over 100 students and EFA supporters at Tower Bridge to connect with allies and demand further progress on the website from City Hall. Students helped organise the event and presented campaign updates and facilitated activities.

Case study 2: #LoveESOL picnic

On Thursday 14th July 2022, over 100 people from the #LoveESOL campaign alliance gathered in the sunshine at the foot of Tower Bridge. ESOL students, teachers, volunteers and campaign allies from organisations including English for Action, ELATT, CARAS, PACT, Learning Unlimited, Citizens UK, IWGB, Step Up, Babel's Blessing and St John's Waterloo came together to strengthen relationships, celebrate our work and evaluate the progress that the GLA has made on the Mayor's ESOL commitment.

One of the aims for the day was to collectively evaluate progress on the Mayor's ESOL website. To ensure this evaluation was accessible, engaging and as participatory as possible we facilitated it through games, theatre and group work. After a quick energising game, a group of ESOL teachers and student leaders performed a short theatre piece to recap Sadiq Khan's commitment to building a website and opened up a discussion on the GLA's progress. Students then connected to the GLA's ESOL webpage using a QR code and worked in groups to review it and give it a score out of 10.

Following this evaluation, students created banners with messages to the GLA to communicate why ESOL is important to them and how the GLA can further improve access to ESOL, including improvements to their website. We agreed to share this feedback with the GLA and we look forward to their response

Looking ahead

In 2021-22 we aim to sustain our work in Brent, Southwark, Hackney, Lambeth and Greenwich and rebuild in Tower Hamlets. We want to develop student leadership and organising skills so that EFA students are more and more active in their communities and campaigns. We want to keep building the capacity of our allies and ESOL teachers across the UK to deliver accessible, participatory ESOL and take action with their students. Specifically we aim to:

- Secure funding to continue our work in at least six of the seven existing community hubs, running a combination of online and face-face classes, wellbeing activities, conversation clubs and organising spaces.
- Raise around £390,000 in order to make the change we want to make and keep going in the difficult post-covid / cost of living crisis financial climate.
- Run at least 28 ESOL courses, reaching 500 participants over the course of the year
- Convert agreements with local councils to policies and actions that improve ESOL in London and look for opportunities to have an impact nationally.
- Write up and share research into participatory ESOL

- Run at least three online trainings for individuals and six for organisations
- Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference and to trainings.
- Maintain balance of online and face-face courses, looking for opportunities to start classes in community locations where the need is great
- Complete a new three to five year strategy so we are very clear in our direction of travel and can navigate the difficult external environment.

Trustees and Governance

Key points	at a glance:
<p><i>Delivery</i></p> <ul style="list-style-type: none">● Successfully re-started face-to-face provision in all seven community hubs, after 1+ year of online-only provision due to Covid-19 restrictions, and increased the number of students attending 5+ sessions● Achieved significant impact at mayor elections and assembly, including securing agreements with local councils to improve ESOL in our hub areas● Facilitated a diverse range of community action initiatives, including expanding the EFA Housing Action Group, leading a listening campaign as part of Cleaners United and supporting 100+ students participate in issues workshops● Continued investment in the development of new pedagogy and methods through partnerships, conferences and trainings	
<p><i>Governance</i></p> <ul style="list-style-type: none">● Restructured our management and decision-making, and successfully implemented a new Executive Team structure● Recruited four new Trustees to the Board	
<p><i>Operations</i></p> <ul style="list-style-type: none">● Professionalised and updated our HR processes and policies creating a new staff handbook● Developed new three-year communications strategy	

It is a pleasure to welcome you to EFA London's 2021-2022 Annual Report, which highlights our work to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better.

2021-2022 has been a difficult year in many ways. Starting with ongoing pandemic restrictions and lockdowns, the year ended with a worsening cost-of-living crisis, rising inflation and economic uncertainty. This has created a challenging environment for many charities – EFA included – with funds harder to secure at the same time as both needs and costs are going up. Anticipating that the relatively large amounts of emergency Covid-19 funding we received in 2020-2021 would not be repeated this year, the Finance and Fundraising team have worked exceptionally hard to meet the budget requirements for this year and we extend our thanks for that.

Yet despite these challenges, we're extremely proud of how the EFA team has continued to deliver significant impact through; increasing access to ESOL provision by seeing more students than ever before and re-starting face-to-face provision; continuing to develop and share innovative participatory teaching methods; and expanding community organising and continuing to build powerful ESOL

communities across London. Looking ahead, we are excited to have started work on the next five-year strategy to take the charity beyond 2022.

From a Trustee's perspective, we have a strong and well-balanced board and are pleased to welcome four new Trustees in the past year. Some key highlights of the work the board has engaged in or had oversight on this year include working with EFA staff to implement the new management structure and associated trustee sub-committees, supporting the development of a new communications strategy including new designs for the website and communication materials, and launching a new and far-reaching research project in collaboration with King's College London. All of this, together with the incredible work that the EFA community does, made for a very strong year overall, despite the challenging context.

The board wishes to celebrate and acknowledge the achievements of the organisation, which would not have been possible without the dedicated and impressive staff team. We would like to extend our thanks to all of our partners, supporters, participants, volunteers, staff and extend our thanks to Amira Elwakil, Verushka Grebenar-George and Phoebe Cullingworth who moved onto new opportunities this year, for all their contributions to EFA over the years.

Organisational strategy:

We have continued to follow the objectives set out in our 2019-2022 strategy, which include:

- Increase resources available for training, research and ESOL campaigning
- Grow provision in existing hubs and neighbouring boroughs in London
- Support participatory ESOL outside of London through training, research and communications
- Support staff autonomy (e.g., choice of alignment to EFA's campaigns / aims / operations)
- Sustainably grow the EFA staff team
- Build on anti-racist work at all levels in the organisation

Organisational management:

The trustees provided risk assessment, strategic support and a sounding board for a variety of organisational management questions:

- The development (and most importantly the discussion) of a management manual for clarity, inclusivity and efficiency of how decisions are made and communicated.
- Updating and reviewing the organisation's **salary** scales towards a sustainable, equitable, and transparent policy.
- Updated **HR** policies including staff wellbeing checks, sick/parental leave.
- Executive team has replaced the CEO function, having two trustees involved in the monitoring.
- Trial and implementation of strategy and coordination group

Main risks dealt with at board level:

The board met - both in plenary and smaller groups - to feed into the organisation's risk matrix, which focussed on:

- External risks;
- Operational risks;
- Regulatory and compliance risks;
- Financial risks; and
- Governance risks.

The board also engaged with the restructuring process from a risk perspective, and assisted with specific HR related risk assessments.

In this period, we were addressing the challenge of inflation and its impact in the EFA community including on staff salaries.

The board oversaw an improvement in the quality and professionalism of our HR work, necessary now that we are a larger team. We created a staff handbook and supported staff to learn the new or updated policies and procedures.

Board meetings & other activities:

The board has developed a regular agenda, with different themes for different quarters, and refined the rhythm of trustee meetings to prepare updates and detail before meetings, in order to focus meeting time on discussion of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

- **October 2021:** health of the board, self-assessment
- **January 2022:** Policies, Sub-Committee roles, annual report check in
- **April 2022:** Risk assessment PESTLE analysis
- **July 2022:** Budget and salary review, Restructure trial approved and approval of a new Executive Team

In a small charity, a large part of a trustee's contribution is simply getting involved directly with staff, and trustees have assisted on a number of practical issues outside of meetings and subcommittees:

- Reviewing, researching and publishing new research on pedagogical methods
- Assisting with the organisation of EFA's conference and other meetings
- Assisting with new staff interviews.
- Arranging rooms and template processes for the strategy.
- Reviewing and approving the accounts.
- Input on media relations and social media content.
- Participation in occasional team meetings

Trustee Induction & Training

At the end of this year we appointed four new trustees and brought everyone together for our first in-person trustee meeting in over two years. As an induction process, each new trustee was paired with an existing trustee in a "buddy" scheme for 1-1 meetings and support. New trustees were also invited to

join sub-committees to receive more in-depth induction on specific topics, and were given an induction pack of key documents relating to the organisation's history, strategy and accounts. The work to provide induction, training and support will continue into 2022/23 and will be overseen by Adela, a member of the EFA executive team.

Statement on public benefit

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

The executive team's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

The board has agreed a reserves policy to cover unforeseen events and uncertainties in funding or cash flow to cover three to six months of running costs. The reserves level and policy is reviewed annually and was approved for the following year of 2021-2022 in the budget confirmation meeting of July 2021. Total unrestricted funds carried over were £184,863 which equates to between five and six months of core running costs. This is relatively high but seems appropriate given the uncertainty of post-covid funding and the fact that in setting the budget for 2022-2023 it was anticipated that some of the reserves may be spent.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.
2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

Statement of Trustees' responsibilities

The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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 the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for 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.



Melanie Cooke (on behalf of the board of trustees)

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of EFA London 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).

EFA London

Independent Examiner's Report to the trustees of EFA London ('the Company')

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.



.....
Kirsty Nicholls FCCA
ICAEW

9 Hare & Billet
Blackheath
SE3 ORB

18 April 2023

EFA London

Statement of Financial Activities for the Year Ended 31 July 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £	Unrestricted £	Restricted £	Total 2021 £
Income and Endowments from:							
Donations and legacies	3	105,121	315,500	420,621	139,163	398,855	538,018
Charitable activities	4	75,557	-	75,557	85,400	-	85,400
Investment income	5	22	-	22	-	-	-
Total income		<u>180,700</u>	<u>315,500</u>	<u>496,200</u>	<u>224,563</u>	<u>398,855</u>	<u>623,418</u>
Expenditure on:							
Charitable activities	6	(167,868)	(300,540)	(468,408)	(148,075)	(350,360)	(498,435)
Other expenditure		-	-	-	(75)	-	(75)
Total expenditure		<u>(167,868)</u>	<u>(300,540)</u>	<u>(468,408)</u>	<u>(148,150)</u>	<u>(350,360)</u>	<u>(498,510)</u>
Net movement in funds		12,832	14,960	27,792	76,413	48,495	124,908
Reconciliation of funds							
Total funds brought forward		<u>172,031</u>	<u>62,836</u>	<u>234,867</u>	<u>95,618</u>	<u>14,341</u>	<u>109,959</u>
Total funds carried forward	15	<u><u>184,863</u></u>	<u><u>77,796</u></u>	<u><u>262,659</u></u>	<u><u>172,031</u></u>	<u><u>62,836</u></u>	<u><u>234,867</u></u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2021 is shown in note 15.

The notes on pages 33 to 46 form an integral part of these financial statements.

EFA London

(Registration number: 06909738)
Balance Sheet as at 31 July 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	4,075	-
Current assets			
Debtors	12	56,120	79,598
Cash at bank and in hand		<u>209,618</u>	<u>167,972</u>
		265,738	247,570
Creditors: Amounts falling due within one year	13	<u>(7,154)</u>	<u>(12,703)</u>
Net current assets		<u>258,584</u>	<u>234,867</u>
Net assets		<u>262,659</u>	<u>234,867</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		77,796	62,836
Unrestricted income funds			
Unrestricted funds		<u>184,863</u>	<u>172,031</u>
Total funds	15	<u>262,659</u>	<u>234,867</u>

For the financial year ending 31 July 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 31 to 46 were approved by the trustees, and authorised for issue on 18 April 2023 and signed on their behalf by:

Melanie Cooke

.....
Melanie Cooke
Trustee

The notes on pages 33 to 46 form an integral part of these financial statements.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Battersea High Street

London

England

SW11 3HP

These financial statements were authorised for issue by the trustees on 18 April 2023.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted		Total 2022 £	Total 2021 £
	General £	Restricted £		
Donations and legacies;				
Donations from individuals	4,671	-	4,671	2,648
Grants, including capital grants;				
The Company of Community Organisers	-	930	930	-
Team London Bridge	-	4,950	4,950	-
Trusts and foundations	-	-	-	15,795
Wakefield and Tetley Trust - Tower Hamlets	-	5,001	5,001	-
Tudor Trust	-	-	-	2,270
Erasmus Plus - MIGREAT	-	27,654	27,654	17,331
United Saint Saviour's	-	1,000	1,000	20,000
Tower Hamlets Council - East End Community Foundation	-	-	-	5,000
People's Health Trust	-	12,000	12,000	-
Walcot Foundation	-	23,967	23,967	13,846
NCIL Brent	-	44,000	44,000	25,531
The National Lottery Community Fund - Big Lotteries	-	34,894	34,894	49,649
Groundwork London - Greenwich	-	-	-	15,639
Hackney Parochial Charities	-	-	-	9,270
Sport London (Comic relief)	-	38,207	38,207	55,375
Barrow Cadbury Trust	-	-	-	50,000
Charles S. French Charitable Trust	-	-	-	5,000
29th May 1961 Charitable Trust	-	3,000	3,000	3,000
Comic Relief Project Delivery - Hackney	-	-	-	4,000

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

	Unrestricted		Total 2022 £	Total 2021 £
	General £	Restricted £		
Ben Ogden Trust	-	-	-	2,304
Edward Harvist Fund	-	4,831	4,831	5,000
The National Lottery Community Fund - Covid 19 response	-	-	-	79,447
GFC UK Phoenix	-	-	-	20,000
Arnold Clark Community Fund	2,000	-	2,000	-
Bermondsey Square Community Fund	-	2,250	2,250	-
Clarion Futures - Hackney	-	5,000	5,000	-
Postcode Society Trust	-	19,394	19,394	-
WF Southall Trust	-	2,000	2,000	-
St George the Martyr Charity	-	5,000	5,000	-
The Austin & Hope Pilkington Trust	-	1,000	1,000	-
Wandsworth Council	-	7,864	7,864	-
Garfield Weston Foundation	20,000	-	20,000	-
AB Charitable Trust	20,000	-	20,000	-
Orange Tree Trust	5,000	-	5,000	-
The Mercers' Company	30,000	-	30,000	-
The Clothworkers' Foundation	-	10,000	10,000	-
Near Neighbours West Fund	-	2,558	2,558	-
Empoderando Familias storytelling series	2,000	-	2,000	-
City Bridge Trust	21,450	-	21,450	36,913
Henry Smith Charity	-	60,000	60,000	100,000
	<u>105,121</u>	<u>315,500</u>	<u>420,621</u>	<u>538,018</u>

4 Income from charitable activities

	Unrestricted		Total 2022 £	Total 2021 £
	General £			
Courses and classes	9,471		9,471	7,372
Contractual income from government or public authorities	66,086		66,086	78,028
	<u>75,557</u>		<u>75,557</u>	<u>85,400</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

5 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	22	22
Total for 2022	22	22

6 Expenditure on charitable activities

	Total 2022 £	Total 2021 £
Consultants fees and creche support	18,821	10,570
Staff training	2,175	-
Conferences and workshops	13,143	11,969
Books and course materials	3,567	120
Subscriptions	3,230	5,130
Legal and professional fees	2,126	5,004
Bad debts written off	361	1,300
Bank charges	5	-
Depreciation of office equipment	1,358	-
Volunteer expenses	330	90
Grant funding of activities	-	30,000
Staff costs	401,481	410,380
Support costs	21,811	23,872
	468,408	498,435

In addition to the expenditure analysed above, there are also support costs of £21,811 (2021 - £23,872) which relate directly to charitable activities. See note 7 for further details.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

7 Analysis of support costs

Support costs

	Total 2022 £	Total 2021 £
Rent and rates	5,540	745
Insurance	-	154
Telephone and internet	804	866
Office equipment	2,988	10,500
Printing, postage and stationery	672	456
Sundries	3,705	1,126
Travel, trips and refreshments	3,941	2,687
Advertising	227	1,915
Independent examination	2,442	2,220
Computer software and maintenance costs	1,492	3,203
	<u>21,811</u>	<u>23,872</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

9 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	360,484	367,730
Social security costs	28,192	29,203
Pension costs	12,805	13,447
	<u>401,481</u>	<u>410,380</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Charitable activities	<u>16</u>	<u>17</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
Additions	<u>5,433</u>	<u>5,433</u>
At 31 July 2022	<u>5,433</u>	<u>5,433</u>
Depreciation		
Charge for the year	<u>1,358</u>	<u>1,358</u>
At 31 July 2022	<u>1,358</u>	<u>1,358</u>
Net book value		
At 31 July 2022	<u>4,075</u>	<u>4,075</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

12 Debtors

	2022	2021
	£	£
Trade debtors	52,764	59,167
Prepayments	1,907	664
Accrued income	1,299	19,617
Other debtors	150	150
	56,120	79,598

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
Other taxation and social security	-	9,598
Accruals	2,854	3,105
Deferred income	4,300	-
	7,154	12,703
	2022	2021
	£	£
Deferred income at 1 August 2021	-	32,309
Resources deferred in the period	4,300	-
Amounts released from previous periods	-	(32,309)
Deferred income at year end	4,300	-

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £12,805 (2021 - £13,447).

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

15 Funds

Current year

	Balance at 1 August 2021 £	Incoming resources £	Resources expended £	Balance at 31 July 2022 £
Unrestricted				
General				
General Funds	158,583	180,700	(167,868)	171,415
Funds - prior period adjustment	13,448	-	-	13,448
	<u>172,031</u>	<u>180,700</u>	<u>(167,868)</u>	<u>184,863</u>
Restricted				
Wakefield and Tetley Trust - Tower Hamlets	-	5,001	-	5,001
Erasmus Plus - MIGREAT	-	27,654	(13,379)	14,275
Henry Smith Charity	-	60,000	(35,000)	25,000
United Saint Saviour's	-	1,000	(1,000)	-
Team London Bridge	-	4,950	(4,950)	-
People's Health Trust	-	12,000	(7,434)	4,566
The Company of Community Organisers	-	930	(930)	-
Walcot Foundation	-	23,967	(14,198)	9,769
29th May 1961 Charitable Trust	-	3,000	(3,000)	-
NCIL Brent	9,025	44,000	(47,161)	5,864
The National Lottery Community Fund - Big Lotteries	13,938	34,894	(48,832)	-
City Bridge Trust	6,621	-	(6,621)	-
Hackney Parochial Charities	9,270	-	(9,270)	-
Sport London - Comic Relief	18,982	38,207	(53,868)	3,321
Charles S. French Charitable Trust	5,000	-	(5,000)	-
Edward Harvist Fund	-	4,831	(4,831)	-
Bermondsey Square Community Fund	-	2,250	(2,250)	-
Clarion Futures - Hackney	-	5,000	(5,000)	-
Postcode Society Trust	-	19,394	(19,394)	-
WF Southall Trust	-	2,000	(2,000)	-
St George the Martyr	-	5,000	(5,000)	-
The Austin & Hope Pilkington Trust	-	1,000	(1,000)	-
Wandsworth Council	-	7,864	(7,864)	-

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

	Balance at 1 August 2021 £	Incoming resources £	Resources expended £	Balance at 31 July 2022 £
The Clothworkers' Foundation	-	10,000	-	10,000
Near Neighbours West fund	-	2,558	(2,558)	-
	<u>62,836</u>	<u>315,500</u>	<u>(300,540)</u>	<u>77,796</u>
Total funds	<u>234,867</u>	<u>496,200</u>	<u>(468,408)</u>	<u>262,659</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

Previous year

	Balance at 1 August 2020 £	Incoming resources £	Resources expended £	Balance at 31 July 2021 £
Unrestricted				
<i>General</i>				
General Funds	82,170	224,563	(148,150)	158,583
Funds - prior period adjustment	13,448	-	-	13,448
	<u>95,618</u>	<u>224,563</u>	<u>(148,150)</u>	<u>172,031</u>
Restricted				
Erasmus Plus	-	17,331	(17,331)	-
Henry Smith	13,216	-	(13,216)	-
United St. Saviour Southwark	-	20,000	(20,000)	-
East End Community Foundation	-	5,000	(5,000)	-
London Borough of Hackney	-	50,000	(50,000)	-
Walcot Foundation	-	13,846	(13,846)	-
NCIL Brent	-	25,531	(16,506)	9,025
The National Lottery Community Fund	-	49,649	(35,711)	13,938
City Bridge Wave	-	18,463	(11,842)	6,621
London Catalyst	1,125	-	(1,125)	-
Groundwork London	-	15,639	(15,639)	-
Hackney Parochial Charities	-	9,270	-	9,270
Sport London - Comic Relief	-	55,375	(36,393)	18,982
Charles S. French Charitable Trust	-	5,000	-	5,000
29th May 1961 Charitable Trust	-	3,000	(3,000)	-
Comic Relief Project Delivery - Hackney	-	4,000	(4,000)	-
Ben Ogden Trust	-	2,304	(2,304)	-
Edward Harvist Fund	-	5,000	(5,000)	-
The National Lottery Community Fund - Covid 19 response	-	79,447	(79,447)	-
GFC UK Phoenix	-	20,000	(20,000)	-
	<u>14,341</u>	<u>398,855</u>	<u>(350,360)</u>	<u>62,836</u>
Total funds	<u>109,959</u>	<u>623,418</u>	<u>(498,510)</u>	<u>234,867</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

The specific purposes for which the funds are to be applied are as follows:

Wakefield and Tetley Trust - Tower Hamlets: An ESOL class hosted at Surrey Docks Farm in Southwark.

Erasmus Plus (Migreat!): An international research project focussed on exploring tools for changing narratives around migration across the UK and Europe

Henry Smith Charity: ESOL classes and community organising in Southwark & Tower Hamlets.

United St. Saviour's Charity: ESOL classes and community organising in Southwark.

Walcot Foundation: English for Housing Action Lambeth

29th May 1961 Charitable Trust: An ESOL class and community organising in Brent.

NCIL Brent: A community ESOL project providing English classes, community organising, career development support & community events

The company of Community Organisers - 'Social Action Hub' community listening programme

Team London Bridge - ESOL and community-building for families in Southwark

People's health Trust - 'Language for change' ESOL and wellbeing project in Greenwich

Bermondsey Square Community Fund - 'ESOL for Community' programme in Bermondsey, Southwark

Clarion Futures - 'ESOL for Work' course supporting Latin American migrants in Hackney

Postcode Society Trust - Core Salaries to support responsive service provision and new projects

WF Southall Trust - ESOL and community organising project in Brent

St. George The Martyr Charity - ESOL learning group in Southwark

The Austin & Hope Pilkington Trust - Community ESOL provision in Southwark

Wandsworth Council - ESOL on the Move: ESOL Walking Group in Battersea

The Clothworkers Foundation - Hardware and office equipment to support healthy remote working

Near Neighbours West Fund - 'All Together' ESOL and community organising project in Brent

The National Lottery Community Fund - Big Lotteries: 'Language & Listening' project in South West & South East London.

Hackney Parochial Charities: ESOL for Work language and career development classes in Hackney.

Comic Relief / Sport London: ESOL classes and physical activities in Tower Hamlets

Charles S. French Charitable Trust: ESOL for Work language and career development classes in Hackney.

Edward Harvist Fund: An ESOL class and community organising in Brent.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2022

16 Analysis of net assets between funds

Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2022 £
Tangible fixed assets	4,075	-	4,075
Current assets	187,942	77,796	265,738
Current liabilities	<u>(7,154)</u>	<u>-</u>	<u>(7,154)</u>
Total net assets	<u><u>184,863</u></u>	<u><u>77,796</u></u>	<u><u>262,659</u></u>

Previous year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2021 £
Current assets	184,734	62,836	247,570
Current liabilities	<u>(12,703)</u>	<u>-</u>	<u>(12,703)</u>
Total net assets	<u><u>172,031</u></u>	<u><u>62,836</u></u>	<u><u>234,867</u></u>

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2021

Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

EFA London

Annual Report

1st August 2020 – 31st July 2021

Charity Number: 1133268

Company Number: 06909738

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Glossary of acronyms and abbreviations

CPD	Continued Professional Development
EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2021. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law.

Marwa Belghazi
Dr. Melanie Cooke Chair
Liam Crosby Treasurer
Desiree Faro Montje
Daniel Michael Grütters
Larysa Agbaso
Sho Konno
Tom Smith
Jessica Walker
Nicolò Wojewoda (Resigned on 31st December 2021)

Chief Executive Officer Dermot Bryers

Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office 110 Hassocks Rd, London, SW16 5EZ

Accountants Field Sullivan Limited Chartered Accountants, Neptune House, 70 Royal Hill, Greenwich, London, SE10 8RF

Bankers The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT

Website www.efalondon.org

Chief Executive's Statement

EFA London (English for Action) exists to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, and must be, at the forefront of organising to make our society fairer and more equal.

2020-21 was another difficult year for EFA beneficiaries and staff, as it was for millions of people across London and of course the world. It was the second year of the pandemic with a second major lockdown from December 2020 to April 2021. We were able to do very little face-to-face teaching and organising. Despite this it was actually a very successful year for EFA as an organisation. We raised more money than ever before, added a new community hub in Brent, significantly expanded our external training programme, and made important strides with our ESOL campaigning. If anything, teaching, learning and organising picked up pace in 2020-21.

The way students and colleagues have adapted to digital learning and organising has been really impressive and incredibly useful. Things have changed a lot, with EFA students mixing with other students across London. We've even had ex-students rejoin our groups from other countries. It's been particularly interesting for our organising work, in many cases the class is less of an organising space because we can easily connect students between classes on an issue-by-issue basis and organise special meetings, classes and workshops to learn and take action. This happened to great effect with our covid-19 vaccination workshops, attended by over 100 people, our housing activism group and our anti-racism curriculum class.

2021 was the year of the mayoral election in London. Along with our London Citizens colleagues, we put a huge amount of effort into organising a digital assembly, which was attended by 6000 people (see page 22). Our students created video testimony to show the assembly, and particularly the mayoral candidates, how important ESOL is to the social, political, cultural and economic life of the city. At the assembly, Mayor Sadiq Khan committed to providing a staffed and multilingual website to help with ESOL coordination in London, something we identified through our listening events as a helpful (and winnable) demand.

I would like to thank all our staff, participants, trustees, volunteers and funders for continuing to support each other and work hard for each other despite all the difficulties this year has brought. The results have been extraordinary, as I hope you'll see at least a flavour of in this report.



Dermot Bryers, CEO, EFA London

2020-21 Key achievements at a glance

ESOL

- 482 people attended at least five of our sessions (21 more than last year), with 47% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- Almost all our provision continued online throughout the year meaning classes were not interrupted by the lockdowns and constant changes in terms of what was allowed/recommended.
- 95% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 34 ESOL courses in seven boroughs (nine more than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, Hounslow and Tower Hamlets and establishing new ones in Brent.
- We established a new hub in Brent with eight classes, community organising and two years of funding thanks to NCIL Brent.
- Eight Participatory ESOL trainings delivered to six external organisations and three training courses delivered to 32 individuals (as opposed to groups).

Community Organising and Action

- Continued to distribute data, digital devices and emergency supplies to our students
- 110 students, teachers and volunteers participated in the online mayoral accountability assembly with the two leading candidates for mayor, Sadiq Khan and Shaun Bailey, along with 6000 of our London Citizens allies (see page 22).
- EFA students created a video, to deliver and explain the migrant rights demands for the assembly, working with other migrants rights campaigners and a professional videographer.
- EFA housing action group launched, particularly for students in Southwark, in collaboration with Housing Action Southwark and Lambeth (HASL) who have been a brilliant source of support for our students with housing problems.
- In Hackney EFA students and their teacher organised with local allies, especially adult education provider ELATT, to secure 100 paid apprenticeships from Hackney Council for

ESOL students.

- Extensive listening and ally-building in Brent, dictated a focus on higher level ESOL and ESOL for refugees as priorities for the new hub.
- Launch of the campaign, Cleaners United alongside over a dozen trade union and migrants rights charities. EFA has supported the campaign lead Amanda Walters, with fundraising, strategy and training support.
- Coronavirus and vaccination workshops delivered to over 100 participants with medical experts invited to take questions and provide accessible information.

Our operations

- Raised £623,418 in total – of which around 36% was unrestricted funding and 64% was restricted funding (see accounts, page 30). Income is up 114% from last year. This is an unprecedented increase for EFA and enormous credit is due to EFA's development manager Phoebe Cullingworth.
- Thanks to our comms lead Amira Elwakil and new recruit Stephanie Habib we added further capacity added to our external communications resulting in two new videos to promote our campaign aims, a fortnightly newsletter for the first time, a new instagram account, continuation of the ESOL podcast and greatly increased Facebook and Twitter outputs to support fundraising, community organising and ESOL campaigning.
- Kept our dedicated staff team together and recruited five new colleagues. Welcome to Sheeva Malakouti, Sylwia Lemanska, Marta da Silva, Fatime Jadallah and Stephanie Habib.
- Significant investment in staff training meant the staff team learned new skills from building websites to book-keeping.

Strategy 2019-22

In July 2019 EFA developed a new three year strategy.

Vision

People are fully able to participate in and help create a just and equal society, regardless of where they are from.

Goals

1. Better and more ESOL provision, as well as better awareness
2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about fundamental change

Aims/activities

1. Provide participatory, action-orientated ESOL classes
2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.
3. Take action on the issues that emerge in the classes, alongside our students.
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for ESOL

Proposals for change 2019-2022

- Increase the proportion of time and money spent on training, research and ESOL campaigning, towards an 80/20% split (ESOL and community organising/training, research and ESOL campaigning, respectively).
- Focus growth in provision on existing hubs and neighbouring boroughs in London
- Explore opportunities to support participatory ESOL outside of London through training, research and comms.
- Staff have autonomy and flexibility in terms of which of EFA's campaigns/aims/operations they are dedicated to.
- Hire new staff to make sure we're not over-stretched but try to avoid hiring on short-term contracts (there are limited times when this might be the only option and on balance worth doing).
- Become a better anti-racist organisation at all levels of our practice.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and almost ten years of experience delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objects), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere). We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school and some of our classes start at 5pm for students who work during the day, particularly in the cleaning industry. We also arrange free crèches, where our students have young children. Online classes have also been popular with parents. We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door. For many participants, online learning has made it more accessible while, unfortunately, others found the opposite to be true. In the future, we hope to run a mix of online and classroom provision.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an 'expert' teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But, we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities. This is where community organising comes in.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills and building their networks. Community organisers help people to get together and build powerful networks that can then, through focused campaigns, change things in their local area or even further afield. Citizens UK is one of the

main homes of community organising in the UK and we are a member of their north, south and east London chapters - where we have our community hubs. We are also closely involved with Community Organisers Ltd, Migrants Organise, NEON and HASL, all of whom practice and teach community organising. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively supported EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is support available to them as they engage in community organising.

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to live in London. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; the majority of whom have come to the UK via Spain. In Tower Hamlets, the majority are Bangladeshi, although many have lived in third countries, especially Italy. We also work with a large number of Polish, Portuguese, Italian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partners' children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. Successive cuts to publicly funded ESOL courses since 2007 have left a huge gap between supply and demand. The introduction of fees for many learners has further impacted participation and the numbers of people on ESOL courses dropped from 179,000 in 2010 to 114,000 in 2017 (according to research by the Institute of Learning and Work) from which point the figure seems to have remained relatively steady. Moreover, migrants with no recourse to public funds are often ineligible for publicly subsidised education. The other barrier to accessing free ESOL courses, for those who are eligible, is the lack of childcare. This year with very little face-face provision, the classes were particularly accessible for parents. Having said that, it is not easy to look after a young child (or more than one) and participate in a class and many of our parent students are looking forward to the resumption of their classes with creche support in 2021-22, assuming this is possible.

Case study 1: Nabila Bouali

My name is Nabila Bouali. I've been in London for 3 years, since 2019. I was struggling to get a job and it was difficult for me. Even with my qualifications to degree level, they were always asking about my experience here in London. I have over 20 years work experience in Algeria but this is not recognised in the UK. I have a background in the travel industry and education. I knew I needed to improve my English but it was difficult to afford the classes. I am on a Spouse visa and have no recourse to public funds. I found Free ESOL classes with EfA and this also helped me feel more connected here. I am now also on an ESOL course at New City College as well as doing a teaching assistant course online. But my journey has been very frustrating. I have lost the independence I had before, when I was financially independent. I really want to contribute as an active, working citizen. BUT my 20 plus years non-UK work experience is not recognised. I have been forced to start from scratch. This is very frustrating and demoralising for me. I would welcome any opportunity to get meaningful work here.

Teachers, support staff and volunteers

EFA is grateful to our dedicated team of staff and volunteers. All our teachers are experienced, at least CELTA-qualified (or equivalent) and trained in our innovative methods. Our volunteers support the teachers, they don't deliver classes themselves. They help learners who have literacy support needs, supervise group work and support with our organising and extra-curricular events. In 2021-21 we had four non-teaching staff members supporting with management, finance, comms, fundraising and HR.

Moving into 2021/22, we have 14 permanent members of staff, including 10 teachers: Dermot Bryers, Verushka Grebenar George, Becky Winstanley, Fatime Jaddalah, Adela Belecova, Amira Elwakil, Kasia Blackman, Robin Sivapalan, Lucie Vyhnalcova and Anne McConnell. Phoebe is our Development Manager responsible for fundraising, monitoring and evaluation. Cait, formerly an EFA teacher, now supports our strategy work. Ariel is our finance manager. We were delighted to add Stephanie Habib to our comms and fundraising teams. We are very grateful to Marta Da Silva, Sylwia Lemanska and Sheeva Malakouti who joined the team from January-July to support our expansion in Tower Hamlets and Brent especially and we hope to work with them in future.

Our volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. Our volunteers are a diverse group, with a range of ethnic backgrounds, educational backgrounds, ages and motivations. Some are volunteering to complete teacher training, others to test the water before changing career and some simply to give something back to their local community. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Cait, Adela and Kasia, end up joining the EFA team as teachers.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded directly by some of our partner institutions (for example South Bank University Academy) to provide courses for their members. We had a substantial amount of EU funding in 2020-21, one project funded by Erasmus+ and another under the AMIF (Asylum, Migration and Integration Fund) programme. We are grateful to individual givers, who donated £2648.

This year we were very grateful to receive emergency Covid-19 funding, from Barrow Cadbury, the National Lottery and City Bridge Trust (through the London Communities Foundation Wave 2 funding stream) that more or less allowed us to prioritise the work we felt was most important and brought with it very little reporting requirements. This was a massive help this year.

Thanks to a large, mutli-year grant from Brent Council (NCIL) we were able to set up a seventh community hub to add to our others. The other publicly funded grant we received was the Sport London, partly funded by the GLA along with Comic Relief, for our work in Tower Hamlets.

We are grateful to the many trusts and foundations (listed n page 44) who have supported our work across our community hubs: Brent, Wandsworth, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney,

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved?
Raise £360,000 in order to make the change we want to make.	We raised £623,418 this was a lot more than we planned, partly due to the large amount of Covid-19 emergency funding (around £210,000)
Secure funding to continue our work in our six existing community hubs, running at least two courses with two sessions each at each hub.	We distributed our covid-funding and core funding across our hubs and ran at least two courses a week in seven hubs.
Raise money to set up at least two groups (two sessions each) for around 40 participants in Brent	Thanks to Brent Council and Edward Harvist Foundation we ran eight classes in Brent from February 2021.
Expand our online classes, online social spaces and online meetings in order to support our communities in case we cannot return to classrooms in the near future.	We more or less carried out completely online, adding several new courses, especially in Brent. We were forced to carry out the London Citizens Mayoral Accountability Assembly online including almost all the preparation.
Develop our external communications in order to support our strategic objectives such as promote training, amplify participants' voices, extend our network and take action.	We recruited Stephanie Habib who brings a lot of expertise in media and communications to join Amira Elwakil in our communications team. Together they have improved the quality, quantity and impact of our comms work, supporting our campaigning and the promotion of our training in particular.
Develop links with organisations and practitioners outside of London, identifying two cities for training and support.	This has been one of the things aided by the pandemic and the sudden change in communication. Several of our 'community of practice' members are from outside London. We ran trainings for groups in Sheffield and Bristol

	and included individual trainees from several other cities in the UK and even beyond.
Continue working with ESOL policy-makers in London and Secure agreements from the new Mayor of London to improve ESOL.	Mayor Sadiq Khan has agreed to set up a staffed, multilingual website for ESOL in London. We also worked closely with Deputy Mayor Jules Pipe who attended our #LoveESOL event in September 2020, along with 158 of our students, teachers and allies.
Develop and support the participatory ESOL teaching community through a monthly online meet-up, training for individuals, at least 8 external trainings for groups and our annual conference.	We kicked off our 'community of practice', monthly meet-ups involving 40 practitioners over the year. Annual conference in May included 42 teachers and volunteers. We started our training for individuals programme in May, running three one day courses for 32 people. We ran eight external training sessions for groups including, ELATT, Learning Unlimited, Caras, Savte and The Beacon Centre
Nearly achieved objective:	
Original objective for year:	Achieved?
More students take collective action outside the classroom on the issues they care about.	Students took action to demand better ESOL provision and coordination in London, equal access to healthcare for migrants, including the Council, but it was a year where in-person organising and action was very difficult.
Over 500 participants attend our courses	482 people attended at least 5 sessions and several of these attended more than one course.
Room for improvement:	
Original objective for year:	Achieved?

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Summary of our courses in 2020-21

Group and Location	Teacher(s)	Number of hours	Number of participants ¹	Funder
Greenwich online 1	Lucie	90	23	The National Lottery Community Fund: Reaching Communities
Greenwich online 2	Anne	90	17	see above
Groundwork 1, Greenwich	Lucie	90	14	Groundwork
Groundwork 2 Greenwich	Anne	90	14	see above
Greenwich conversation Club		72	21	National Lottery Community Fund
Southwark Saturday school (morning)	Adela Kasia	90 90	63	USS
Southwark Saturday School 2 (afternoon)	Adela	90	23	National Lottery / Barrow Cadbury
Surrey Square 1 (online)	Adela	90	21	National Lottery, USS
Surrey Square 2 (online)	Amira	90 90	23	Barrow Cadbury

¹ Attending at least 5 sessions

Salvation Army, Camberwell, Southwark (online)	Kasia	180	21	AMIF
South Bermondsey Children's Centre, Southwark (online)	Kasia	180	19	AMIF
SouthBank Academy	Dermot	24	14	Southbank Academy
Tower Hamlets online 1	Sylwia	60	11	Sport London
Tower Hamlets online 2	Sheeva	60	9	Sport London
Chisenhale School, Tower Hamlets (online)	Becky	180	23	Henry Smith/Sport London
St Paul's Primary School, Tower Hamlets (online)	Amira	90	17	Tower Hamlets Council / Sport London
Sacred Heart Primary School, Battersea (online)	Dermot	90	43	Big Lotteries, City Bridge
Griffin Primary School, Battersea	Anne	90	16	See above
Henry Cavendish Primary School, Streatham (online)	Dermot	90	33	Walcot Foundation/Barrow Cadbury
St. Anne's Primary School, Lambeth (online)		90	18	Walcot Foundation / Barrow Cadbury
Henry Fawcett Children's Centre	Verushka	150	13	AMIF

Latin American Women's Aid, Hackney (Anne)	Anne	180	16 19	COLtd, Economist charitable trust, Allen and Overy
Brent 1 - Sep 20 - July 21 (Monday evening online - L1-2)	Robin	97.5	22	Edward Harvist
Brent 2 - Feb 20 -July 21 (Monday morning online - E3)	Marta	55	16	EFA / Brent NCIL
Brent 3 - Sep 20 - July 21 (Tuesday morning online - L1-2)	Robin	97.5	15	EFA / Brent NCIL
Brent 4 - Feb 20 -July 21 (Tuesday afternoon - online - L1-2)	Fatime	55	7	EFA / Brent NCIL
Brent 5 - Feb 20 -July 21 (Wednesday morning online - E3)	Robin	55	13	EFA / Brent NCIL
Brent 6 - Feb 20 -July 21 (Wednesday evening online - E3)	Fatime	55	23	EFA / Brent NCIL
Brent 7 - Feb 20 - July 21 (Thursday morning - young refugee class - L1)	Marta / Robin	55	9	EFA / Brent NCIL
Brent 8 - Feb 20 - July 21 (Thursday afternoon - young refugee class - E2/3)	Fatime	45	7	EFA / Brent NCIL
Brent 9 - Feb 20 -July 21 (Sunday afternoon - refugee class - L1)	Robin	40	9	EFA / Brent NCIL

Anti-racism curriculum	Robin	72	14	Barrow Cadbury
Voice of Domestic Workers	Robin/Dermot/F atime	108	22	City Bridge, Voice of Domestic Workers
Totals		3171	634	

* 152 students attended more than one course this year

Achievements in relation to our goals and aims (see page 8)

Goals

1. Better and more ESOL provision, as well as better awareness
2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.

Aims

1. Provide participatory, action-orientated ESOL classes

We reached 482 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2020 to July 31st 2021; this is 71 more than the previous year, primarily because we added several new courses and sustained all the others from the previous year. It also became easier for people to join classes online, especially for workers who were more likely to attend online from their home or even from work and travel to class after work or on their day off.

95% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. This supports the informal assessments carried out by our teachers, which are conducted throughout the course and recorded in course-end evaluations and in our course files.

In some ways having the classes online made them more accessible as there was less of a time commitment and it became easier to combine with caring responsibilities. On the other hand many

students did not enjoy or couldn't access the digital classes, despite our best efforts and the efforts of our partners. This correlates with age, having young children at home, literacy skills and difficult housing conditions so it's very important to reconnect with the people who haven't joined our online classes as soon as we can.

94% of students reported that they made friends on the courses. This was also noted by teachers in their evaluations and reflections. It was particularly valued, and noted by students in evaluations. For example, one Wandsworth student commented: "*EfA is like a family and friends for me - me too! Feels like I've known people for a long time, even though it's only been on Zoom.*" Activities like the conversation clubs and cinema clubs contributed to this and we are grateful to our volunteers for leading these activities.

Towards the end of the year, in July we started to meet again physically, with picnics and trips in several of our hubs. Many students and even staff met for the first time in the flesh.

2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.

Through our membership of, and strong participation within Citizens UK, the largest community organising alliance in the UK, we connected with other civil society organisations across London. These relationships were especially important this year as we organised to take advantage of the opportunity presented by the mayoral election. Through 1-1s, listening events, issues workshops (the tools of the community organising trade we have learned over the years) we developed our demand and made sure it made it onto a packed agenda at the accountability assembly.

We ran community organising training for ESOL students, both our own and with ally organisations such as ELATT in east London. We developed student leadership through their participation in campaigns such as #LoveESOL.

We used our social media and the ESOL podcast to communicate about community organising with ESOL students to an increasingly wide audience. We focused on teachers and created materials for teachers to use in their classes. We also ran community organising training for teachers, through our training for groups (ELATT and SAVTE in Sheffield) and individuals.

3. Take action on the issues that emerge in the classes, alongside our students.

One of the biggest issues that emerged during the year was the vaccination and equal access to it. The vaccination arrived in December 2020 and there was, understandably, a lot of fear and scepticism in our communities. We discussed the topic in class and organised two workshops where we invited experts, doctors and epidemiologists, to take questions direct from our students, while our teachers worked to help our students understand/translate the answers. We also joined with allies such as Medact, Citizens UK and Docs not Cops to demand equal access to the vaccination and other health services for migrants irrespective of migration status.

We continued to organise and take action on housing issues, starting a monthly housing action meet up with our ally Housing Action Southwark and Lambeth, This space enabled our students to support each other, get support from councillors and hold the council to account using social media. The results have been excellent with several members of the group improving their housing conditions and even moving into new council accommodation after years in overcrowded private housing or temporary accommodation.

We are proud to help set up the new campaign Cleaners United and have participated in a massive listening campaign - EFA listened to over 50 cleaners as part of the campaign and trained partner organisations in how to run their own listening events. Pay and conditions for cleaners is a huge issue for us with over 15% of our students working in the industry.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

We made a lot of progress this year, thanks to new funding that allowed us to develop and promote our training programme, which really took off in the 2nd half of the year with four external trainings delivered in July 2021 alone.

We continued to work alongside our academic partners at King's College London through the Hub for Education and Language Diversity. We contribute to research led by Ben Ranpton and Melanie Cooke, our chair of trustees into the partnerships between third sector education organisations and universities that brought together 40 people from both sectors for a workshop. In the summer the HELD partnership hosted a three-day summer school that brought together researchers and teachers from all over the world to share their work.

As mentioned above, our external communications work went from strength to strength as we built our social media following, revamped our website, trained staff to build their own blogs to promote different aspects of our work and introduced a fortnightly newsletter to communicate more effectively with our supporters. The impact has been particularly appreciated in the ease with which we are filling trainings and building for events.

5. Campaign for ESOL

In 2019-20 we made limited progress with this aim as understandably our staff and students focused their energies on responding to the pandemic. We also felt that local authorities and the GLA could not be held to account for their commitments when all resources were being devoted to supporting London with the unprecedented situation. This year though we felt we could return our energy to ESOL campaigning.

We started this year with a repeat of our annual #LoveESOL event on the European Day of Languages in September. This year Deputy Mayor Jules Pipe attended and listened to our students' stories and ideas to improve ESOL in London. We asked him to set up a website for ESOL in London, to which he tentatively agreed to put this to the Mayor. He also agreed to help promote ESOL by getting the Mayor of London sharing a video made by our students.

The big target for the year was the mayoral assembly in May 2021, postponed from the previous year due to Covid-19. We wanted to use the opportunity to get a public commitment to provide a website that our students, teachers and partners felt could really help with accessibility. There are opportunities to access classes that potential students do not know about. Organisations supporting migrants and refugees do not know where to turn to for good, up-to-date information. The Mayor agreed to set up a staffed, multilingual website and that there should be a 'one-stop-shop' for ESOL in London.

Case study 2: London Citizens Mayoral Assembly

On April 28th 110 members of EFA's community joined 6000 others from London Citizens at a digital assembly in order to secure commitments from the two leading candidates for Mayor of London, Sadiq Khan and Shaun Bailey. The election was postponed from 2020 due to the pandemic and even in spring 2021 we were not able to hold a large public event so opted for a digital version with just a small number of community leaders attending a face-to-face event with the candidates. The event was the culmination of literally years of organising at EFA, with staff, volunteers, trustees and of course students working hard to ensure that ESOL was high on the agenda and that the ask was realistic, winnable and would make a genuine difference to the lives of migrant Londoners.

At the end we were delighted to secure agreements from both candidates to provide a "staffed and updated multilingual website" with information about ESOL classes in London for London's migrant communities. There were other commitments made on migrants rights, housing and homelessness, youth safety, the Living Wage and a just transition to a Green economy.

Looking ahead

In 2021-22 we aim to sustain our work in our seven community hubs (Tower Hamlets, Hackney, Greenwich, Southwark, Lambeth, Wandsworth and Brent). We want to convert our hard-fought agreements to improve ESOL coordination and information into tangible results. We want to keep building the capacity of our allies and ESOL teachers across the UK to deliver accessible, participatory ESOL and take action with their students. Specifically we aim to:

- Secure funding to continue our work in our seven existing community hubs, running at least two courses with two sessions each at each hub.
- Raise over £500,000 in order to make the change we want to make and sustain the growth we have experienced this year. We think the large amount we raised this year was partly due to a windfall of emergency covid funding and as such are prepared to raise less in 2021-22 but

considerably more than in 2019-20.

- Convert agreements with the Mayor and GLA to policies and actions that improve ESOL in London and work with councils in the run up to the local elections to secure commitments to improve ESOL in our hubs.
- Run follow-up trainings for teachers in Sheffield and Bristol and run trainings in other cities to develop links across the UK.
- Restart provision in our community settings connecting with the students who missed our on line provision
- Develop a new three to five year strategy that takes us beyond 2022
- Continue to build the community of participatory ESOL practitioners through regular trainings for groups and individuals (six for individuals and 10 for groups), an annual conference and the monthly community of practice meet-ups.

Trustees and Governance

Key points at a glance:

- Major impact at mayor elections and assembly
- Improved risk assessment through renewed risk analysis
- New Executive Team structure proposed and agreed alongside new roles and restructure for 2021-22
- Creation of new, more robust HR policies

It is a pleasure to welcome you to EFA London's 2021 Annual Report, which highlights our work to help migrants in the UK gain the language, skills and networks they need to change their lives and communities for the better.

2020-2021 presented itself as another challenging year for the EFA community, with the pandemic and lockdown continuing into its second year. Despite this, we are extremely proud of how the EFA community was able to maintain resilience and, ultimately, thrive through this period, raising more money than ever before, adding a new community hub in Brent, expanding the external training programme, and making a significant impact at the London mayoral election and assembly, among other great achievements. We are very pleased at the progress made towards the charitable aims and objectives set out in the 2019-2022 strategy.

From a Trustee's perspective, we have a strong and well-balanced board and since recruiting new Trustees in the past year we are pleased with the engagement and work that the Trustee board does with EFA's team and its community. Some key highlights of the work the board has engaged in and had oversight on this year has been an improved risk assessment through conducting a new risk analysis, working with EFA staff on the development of a new organisational structure and formation of an Executive Team, and the creation of more robust HR policies together with an external HR agency. All of this, together with the incredible work that the EFA community does, made for a very strong year overall.

The board wishes to celebrate and acknowledge the achievements of the organisation, which would not have been possible without the dedicated and impressive staff team. We would like to extend our thanks to all of our partners, supporters, participants, volunteers, staff and to our regular contacts Dermot Byers, Amira Elwakil, Ariel Aguilar and Phoebe Cullingworth.

Organisational strategy:

We have continued to follow the objectives set out in our 2019-2022 strategy, which include:

- Increase resources on training, research and ESOL campaigning.
- Growth in provision in existing hubs and neighbouring boroughs in London

- Support participatory ESOL outside of London through training, research and comms.
- Staff autonomy (which of EFA's campaigns/aims/operations they are dedicated to).
- Sustainably grow staff team
- Build on anti-racist work at all levels..

Organisational management:

The trustees provided risk assessment, strategic support and a sounding board for a variety of organisational management questions:

- The development (and most importantly the discussion) of a management manual for clarity, inclusivity and efficiency of how decisions are made and communicated.
- Updating and reviewing the organisation's **salary** scales towards a sustainable, equitable, and transparent policy.
- Updated **HR** policies including staff wellbeing checks, sick/parental leave.

Main risks dealt with at board level:

The board met - both in plenary and smaller groups - to feed into the organisation's risk matrix, which focussed on:

- External risks;
- Operational risks;
- Regulatory and compliance risks;
- Financial risks; and
- Governance risks.

The board also engaged with the restructuring process from a risk perspective, and assisted with specific HR related risk assessments.

Board meetings & other activities:

The board has developed a regular agenda, with different themes for different quarters, and refined the rhythm of trustee meetings to prepare updates and detail before meetings, in order to focus meeting time on discussion of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

- **October 2020:** health of the board, self-assessment
- **January 2021:** Policies, Sub-Committee roles, annual report check in
- **April 2021:** Risk assessment PESTLE analysis
- **July 2021:** Budget and salary review, Restructure trial approved and approval of a new Executive Team

In a small charity, a large part of a trustee's contribution is simply getting involved directly with staff, and trustees have assisted on a number of practical issues outside of meetings and subcommittees:

- Reviewing, researching and publishing new research on pedagogical methods
- Assisting with new staff interviews.
- Arranging rooms and template processes for the strategy.
- Reviewing and approving the accounts.
- Input on media relations and social media content.

Trustee Induction & Training

The trustees we appointed in 2019-20 continued to settle well and engaged with EFA's work through the sub-committees, risk assessment process and whole group meetings. We were pleased that no trustees left the organisation this year and no further recruitment / induction was necessary. Trustees accessed training, for example in communications and finance, and were able to put their learning to immediate use.

Statement on public benefit

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

The Chief Executive's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

The board has agreed a reserves policy to cover unforeseen events and uncertainties in funding or cash flow to cover three to six months of running costs. The reserves level and policy is reviewed annually and was approved for the following year of 2021-22 in the budget confirmation meeting of July 2021. Total unrestricted funds carried over were £172,031 which equates to between five and six months of core running costs. This is relatively high but seems appropriate given the uncertainty of post-covid funding and the fact that a lot of our funding this year was short-term, emergency Covid funding.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.
2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

EFA London

Trustees' Report

Statement of Trustees' Responsibilities

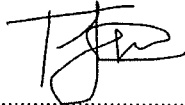
The trustees (who are also the directors of EFA London for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 14 April 2022 and signed on its behalf by:



.....
Tom Smith
Trustee

EFA London

Independent Examiner's Report to the trustees of EFA London ("the Company")

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

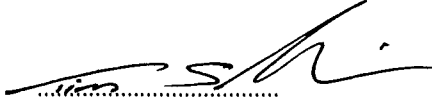
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of EFA London 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).

EFA London

Independent Examiner's Report to the trustees of EFA London ("the Company")

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.



.....
Timothy Sullivan FCA
ICAEW

70 Royal Hill
Greenwich
SE10 8RF

Date: 21/4/22.....

EFA London

Statement of Financial Activities for the Year Ended 31 July 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2021 £	Unrestricted £	Restricted £	Total 2020 £
Income and Endowments from:							
Donations and legacies	3	139,163	398,855	538,018	28,071	209,850	237,921
Charitable activities	4	85,400	-	85,400	53,175	-	53,175
Total Income		224,563	398,855	623,418	81,246	209,850	291,096
Expenditure on:							
Charitable activities	5	(148,075)	(350,360)	(498,435)	(75,737)	(232,048)	(307,785)
Other expenditure	6	(75)	-	(75)	-	-	-
Total expenditure		(148,150)	(350,360)	(498,510)	(75,737)	(232,048)	(307,785)
Net movement in funds		76,413	48,495	124,908	5,509	(22,198)	(16,689)
Reconciliation of funds							
Total funds brought forward		95,618	14,341	109,959	90,109	36,539	126,648
Total funds carried forward	13	172,031	62,836	234,867	95,618	14,341	109,959

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 13.

The notes on pages 32 to 45 form an integral part of these financial statements.

EFA London

(Registration number: 06909738)
Balance Sheet as at 31 July 2021

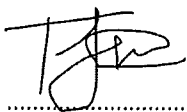
	Note	2021 £	2020 £
Current assets			
Debtors	11	79,598	45,448
Cash at bank and in hand		<u>167,972</u>	<u>115,769</u>
		247,570	161,217
Creditors: Amounts falling due within one year	12	<u>(12,703)</u>	<u>(51,258)</u>
Net assets		<u>234,867</u>	<u>109,959</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		62,836	14,341
Unrestricted income funds			
Unrestricted funds		<u>172,031</u>	<u>95,618</u>
Total funds	13	<u>234,867</u>	<u>109,959</u>

For the financial year ending 31 July 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 30 to 45 were approved by the trustees, and authorised for issue on 14 April 2022 and signed on their behalf by:



.....
Tom Smith
Trustee

The notes on pages 32 to 45 form an integral part of these financial statements.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

110 Hassocks Rd
London
SW16 5EZ

These financial statements were authorised for issue by the trustees on 14 April 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either the conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

3 Income from donations and legacies

	Unrestricted		Total 2021 £	Total 2020 £
	General £	Restricted £		
Donations and legacies;				
Donations from individuals	2,648	-	2,648	2,621
Grants, including capital grants;				
The Company of Community Organisers	-	-	-	11,563
City Bridge Wave	18,450	18,463	36,913	9,231
Trusts and foundations	15,795	-	15,795	1,700
Tudor Trust	2,270	-	2,270	20,000
Erasmus Plus	-	17,331	17,331	13,527
United St Saviour Southwark	-	20,000	20,000	40,332
East End Community Foundation	-	5,000	5,000	-
People's Health Trust	-	-	-	15,344
Walcot Foundation	-	13,846	13,846	25,000
NCIL Brent	-	25,531	25,531	-
The National Lottery Community Fund	-	49,649	49,649	47,067
London Catalyst	-	-	-	1,500
The London Community Fund	-	-	-	5,000
Wakefield & Tetley - Surrey Docks Farm	-	-	-	836
Network for Social Change	-	-	-	20,000
Groundwork London	-	15,639	15,639	-
Hackney Parochial Charities	-	9,270	9,270	-
Sport London (Comic Relief)	-	55,375	55,375	-
Barrow Cadbury Trust	-	50,000	50,000	-
Charles S. French Charitable Trust	-	5,000	5,000	-
29th May 1961 Charitable Trust	-	3,000	3,000	-
Comic Relief Project Delivery - Hackney	-	4,000	4,000	-
Ben Ogden Trust	-	2,304	2,304	-
Edward Harvist Fund	-	5,000	5,000	-
The National Lottery Community Fund - Covid 19 response	-	79,447	79,447	-
GFC UK Phoenix	-	20,000	20,000	-
Henry Smith	100,000	-	100,000	24,200
	<u>139,163</u>	<u>398,855</u>	<u>538,018</u>	<u>237,921</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

4 Income from charitable activities

	Unrestricted	Total	Total
	General	2021	2020
	£	£	£
Courses and classes	7,372	7,372	5,000
Contractual income from government or public authorities	78,028	78,028	48,175
	<u>85,400</u>	<u>85,400</u>	<u>53,175</u>

5 Expenditure on charitable activities

	Total	Total
	2021	2020
	£	£
Consultants fees and creche support	10,570	26,867
Conferences and workshops	11,969	613
Books and course materials	120	1,235
Subscriptions	5,130	2,120
Legal and professional fees	5,004	-
Bad debts written off	1,300	-
Volunteer expenses	90	-
Grant funding of activities	30,000	20,000
Staff costs	410,380	242,103
Support costs	23,872	14,847
	<u>498,435</u>	<u>307,785</u>

In addition to the expenditure analysed above, there are also support costs of £23,872 (2020 - £14,847) which relate directly to charitable activities. See note 7 for further details.

6 Other expenditure

	Unrestricted	Total
	funds	2021
	General	£
Note	£	£
Trustees remuneration and expenses	75	75
	<u>75</u>	<u>75</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

7 Analysis of support costs

Support costs

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Rent and rates	745	745	945
Insurance	154	154	395
Telephone and internet	866	866	110
Office equipment	10,500	10,500	5,435
Printing, postage and stationery	456	456	647
Sundries	1,126	1,126	1,342
Travel, trips and refreshments	2,687	2,687	3,948
Advertising	1,915	1,915	-
Staff entertaining (allowable for tax)	-	-	399
Independent examination	2,220	2,220	1,626
Computer software and maintenance costs	3,203	3,203	-
	<u>23,872</u>	<u>23,872</u>	<u>14,847</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

8 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Larysa Agbaso

£Nil (2020: £150) of expenses were reimbursed to Larysa Agbaso during the year.

The charity contributed travel expenses of £150 for Larysa Agbaso.

Sho Konno

£15 (2020: £Nil) of expenses were reimbursed to Sho Konno during the year.

Expenses reimbursed for the Christmas meet up

Desiree Faro Montje

£15 (2020: £Nil) of expenses were reimbursed to Desiree Faro Montje during the year.

Expenses reimbursed for the Christmas meet up

Marwa Belghazi

£15 (2020: £Nil) of expenses were reimbursed to Marwa Belghazi during the year.

Expenses reimbursed for the Christmas meet up

Nicolo Wojewoda

£15 (2020: £Nil) of expenses were reimbursed to Nicolo Wojewoda during the year.

Expenses reimbursed for the Christmas meet up

Tom Smith

£15 (2020: £Nil) of expenses were reimbursed to Tom Smith during the year.

Expenses reimbursed for the Christmas meet up

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	367,730	220,583
Social security costs	29,203	13,852
Pension costs	13,447	7,668
	<u>410,380</u>	<u>242,103</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021	2020
	No	No
Charitable activities	<u>17</u>	<u>11</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

11 Debtors

	2021	2020
	£	£
Trade debtors	59,167	23,102
Prepayments	664	746
Accrued income	19,617	21,450
Other debtors	150	150
	<u>79,598</u>	<u>45,448</u>

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	9,598	4,556
Other creditors	-	9,995
Accruals	3,105	4,398
Deferred income	-	32,309
	<u>12,703</u>	<u>51,258</u>
	2021	2020
	£	£
Deferred income at 1 August 2020	32,309	25,000
Resources deferred in the period	-	32,309
Amounts released from previous periods	<u>(32,309)</u>	<u>(25,000)</u>
Deferred income at year end	<u>-</u>	<u>32,309</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

13 Funds

Current year

	Balance at 1 August 2020 £	Incoming resources £	Resources expended £	Balance at 31 July 2021 £
Unrestricted				
<i>General</i>				
General Funds	82,170	224,563	(148,150)	158,583
Funds - prior period adjustment	13,448	-	-	13,448
	<u>95,618</u>	<u>224,563</u>	<u>(148,150)</u>	<u>172,031</u>
Restricted				
Erasmus Plus	-	17,331	(17,331)	-
Henry Smith	13,216	-	(13,216)	-
United St. Saviour Southwark	-	20,000	(20,000)	-
East End Community Foundation	-	5,000	(5,000)	-
Barrow Cadbury/The National Lottery Community Fund	-	50,000	(50,000)	-
Walcot Foundation	-	13,846	(13,846)	-
NCIL Brent	-	25,531	(16,506)	9,025
The National Lottery Community Fund	-	49,649	(35,711)	13,938
City Bridge Wave	-	18,463	(11,842)	6,621
London Catalyst	1,125	-	(1,125)	-
Groundwork London	-	15,639	(15,639)	-
The National Lottery Community Fund - Covid 19 response	-	79,447	(79,447)	-
Hackney Parochial Charities	-	9,270	-	9,270
Sport London - Comic Relief	-	55,375	(36,393)	18,982
Charles S. French Charitable Trust	-	5,000	-	5,000
29th May 1961 Charitable Trust	-	3,000	(3,000)	-
Comic Relief Project Delivery - Hackney	-	4,000	(4,000)	-
Ben Ogden Trust	-	2,304	(2,304)	-
Edward Harvist Fund	-	5,000	(5,000)	-
GFC UK Phoenix	-	20,000	(20,000)	-
	<u>14,341</u>	<u>398,855</u>	<u>(350,360)</u>	<u>62,836</u>
Total funds	<u>109,959</u>	<u>623,418</u>	<u>(498,510)</u>	<u>234,867</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

Previous year

	Balance at 1 August 2019 £	Incoming resources £	Resources expended £	Balance at 31 July 2020 £
Unrestricted				
<i>General</i>				
General Funds	76,661	81,246	(75,737)	82,170
Funds - prior period adjustment	13,448	-	-	13,448
	<u>90,109</u>	<u>81,246</u>	<u>(75,737)</u>	<u>95,618</u>
Restricted				
The London Community Foundation	5,153	-	(5,153)	-
Erasmus Plus	-	13,527	(13,527)	-
Henry Smith	13,216	24,200	(24,200)	13,216
United St. Saviour Southwark	-	40,332	(40,332)	-
East End Community Foundation	1	-	(417)	-
People's Health Trust	3,836	15,344	(19,180)	-
The Company of Community Organisers	2,188	7,813	(10,001)	-
Walcot Foundation	78	25,000	(25,078)	-
Wandsworth Council	817	-	(817)	-
Allen and Overy	4,167	-	(4,167)	-
The National Lottery Community Fund	-	47,067	(47,067)	-
The Economist Group	6,667	-	(6,667)	-
City Bridge Wave	-	9,231	(9,231)	-
London Catalyst	-	1,500	(375)	1,125
The London Community Fund	-	5,000	(5,000)	-
Wakefield Tetley - Surrey Docks Farm	-	836	(836)	-
Network for Social Change	-	20,000	(20,000)	-
	<u>36,539</u>	<u>209,850</u>	<u>(232,048)</u>	<u>14,341</u>
Total funds	<u>126,648</u>	<u>291,096</u>	<u>(307,785)</u>	<u>109,959</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

The specific purposes for which the funds are to be applied are as follows:

Wakefield & Tetley / Surrey Docks Farm: An ESOL class hosted at Surrey Docks Farm in Southwark.

Erasmus Plus (Migreat!): An international research project focussed on exploring tools for changing narratives around migration across the UK and Europe.

Henry Smith Charity: ESOL classes and community organising in Southwark & Tower Hamlets.

United St. Saviour's Charity: ESOL classes and community organising in Southwark.

Barrow Cadbury: Digital skills training for teachers and students to support online ESOL provision.

Walcot Foundation: Digital skills training to support online ESOL provision in Lambeth.

NCIL Brent: A community ESOL project providing English classes, community organising, career development support, and community events.

The National Lottery Community Fund: 'Language & Listening' project in South West and South East London.

City Bridge Wave: Support toward overhead costs due to the impact of COVID-19.

London Catalyst: Community organising in Lambeth.

Groundwork London: ESOL for Work classes and career training in Greenwich.

Hackney Parochial Charities: ESOL for Work language and career development classes in Hackney.

Comic Relief / Sport London: ESOL classes and physical activities in Tower Hamlets.

Charles S. French Charitable Trust: ESOL for Work language and career development classes in Hackney.

29th May 1961 Charitable Trust: An ESOL class and community organising in Brent.

Comic Relief Project Delivery (Hackney): ESOL classes in Hackney.

Allen & Overy Ben Ogden Memorial Fund: ESOL classes and support for Latin American women in Hackney.

Tower Hamlets Council: An ESOL class and community organising in Tower Hamlets.

Edward Harvist Fund: An ESOL class and community organising in Brent.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2021

14 Analysis of net assets between funds

Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2021 £
Current assets	186,031	61,539	247,570
Current liabilities	<u>(12,703)</u>	<u>-</u>	<u>(12,703)</u>
Total net assets	<u><u>173,328</u></u>	<u><u>61,539</u></u>	<u><u>234,867</u></u>

Previous year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2020 £
Current assets	99,678	61,53	161,217
Current liabilities	<u>(18,949)</u>	<u>(32,309)</u>	<u>(51,258)</u>
Total net assets	<u><u>80,729</u></u>	<u><u>29,230</u></u>	<u><u>109,959</u></u>

Covid-19

The Covid-19 pandemic has had a profound impact on EFA. 2020-21 was another difficult year for EFA beneficiaries and staff, as it was for millions of people across London and of course the world. It was the second year of the pandemic with a second major lockdown from December 2020 to April 2021. We were able to do very little face-to-face teaching and organising. Despite this it was actually a very successful year for EFA as an organisation. We raised more money than ever before, added a new community hub in Brent, significantly expanded our external training programme, and made important strides with our ESOL campaigning. If anything, teaching, learning and organising picked up pace.

EFA LONDON

England & Wales - Charity number 1133268

Accounts

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2020

Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

EFA London

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EFA London

Reference and Administrative Details

Trustees

Larysa Agbaso
Marwa Belghazi
Melanie Cooke
Desiree Faro Montje
Daniel Grutters
Liam James Crosby
Sho Konno
Tom Smith
Jessica Walker
Nicolo Wojewoda

Secretary

Dermot Bryers

Principal Office

110 Hassocks Road
London
SW16 5EZ

The charity is incorporated in England and Wales .

Company Registration Number

06909738

Charity Registration Number

1133268

Independent Examiner

Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

EFA London
Annual Report

1st August 2019 – 31st July 2020

Charity Number: 1133268

Company Number: 06909738

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Glossary of acronyms and abbreviations

CPD	Continued Professional Development
EAL	English as an Additional Language
EFA	English for Action (EFA London)
ESOL	English for Speakers of Other Languages
ESL	English as a Second Language
FE	Further Education
HASL	Housing Action Southwark and Lambeth
NATECLA	National Association for Teaching English and other Community Languages to Adults
NEON	New Economy Organisers Network
NOCN	National Open College Network
QTLS	Qualified Teacher Learning and Skills
IWGB	International Workers Union of Great Britain

Administrative details

The Trustees present their report and financial statements for the period ending 31 July 2018. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law.

Marwa Belghazi ¹	
Dr. Melanie Cooke	Chair
Liam Crosby	Treasurer
Desiree Faro Montje	
Daniel Michael Grütters ²	
Larysa Agbaso ³	
Sho Konno	
Tom Smith	
Jessica Walker ⁴	
Nicolò Wojewoda	

Chief Executive Officer	Dermot Bryers
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Constitution

EFA London is a company limited by guarantee (number 6909738) with no share capital and is a registered charity (number 1133268) governed by its articles of association. Prior to registration, the organisation was known as *English for Action*.

Registered office	110 Hassocks Rd, London, SW16 5EZ
Accountants	Susan Field Chartered Accountants, Neptune House, 70 Royal Hill, Greenwich, London, SE10 8RF
Bankers	The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
Website	www.efalondon.org

¹ Appointed on 31st October 2019

² Appointed on 31st October 2019

³ Appointed on 31st October 2019

⁴ Appointed on 31st October 2019

Chief Executive's Statement

EFA London (English for Action) exists to help UK migrants gain the language, skills and networks they need to change their lives and communities for the better. We know that migrants, especially those with relatively low levels of English, suffer disproportionately from the impact of poverty and inequality. They can be, and must be, at the forefront of organising to make our society fairer and more equal.

2020 proved this like no other year. The Covid-19 pandemic not only showed that as a society our health and wellbeing is entwined but also that we definitely are not 'all in it together'. As Damien Barr's pandemic poem told us, "we are in the same storm, but not in the same boat."

Our communities have suffered greatly this year. Migrants, and especially those with low levels of English (our beneficiaries/participants), are far less likely to be in secure employment, and benefit from the furlough scheme. They are also less likely to have the kind of jobs that can be done from home and therefore much more likely to be exposed to the virus. People with No Recourse to Public Funds (NRPF) have been unable to access government support, such as Universal Credit. Many refugees and asylum seekers in initial accommodation centres or in detention have been at the greatest risk of getting ill. Many of our participants have had Covid, with several hospitalised and some losing loved ones. The government's 'hostile environment' is dangerous at the best of times, during a pandemic it's more lethal than ever.

EFA has been there for our communities every step of the way, from distributing emergency supplies and digital devices, to transitioning to online ESOL provision, training and digital activism. We moved our classes online within a week in mid-March, 10 days before the government lockdown. We set up 17 weekly Zoom lessons and managed to help around two thirds of our students to access them. In addition to moving classes online, we devoted time to calling around all our students to check-in on their wellbeing and ensure our actions were the right ones, informed by the experiences and concerns of our participants.

2020 was also the year the Black Lives Matter movement grew in prominence across the world following the appalling murder of George Floyd by a policeman in Minneapolis. The movement has had a big impact on EFA and the communities we support. We asked ourselves 'how can EFA be a better anti-racist organisation?' As an organisation committed to migrant rights and the struggle for equality across the board we wanted to make sure that this commitment is consistently translated into practice. We set up and resourced an anti-racist working group to lead this work into 2020-21.

I would like to thank all our staff, participants, trustees, volunteers and funders for responding to the pandemic in such an incredible way. The determination to help others, the readiness to adapt and the sheer creativity in response to the numerous difficulties was inspiring. I felt proud to be part of the team.



Dermot Bryers, CEO, EFA London

2019-20 Key achievements at a glance

ESOL

- 411 people attended at least five of our sessions (77 fewer than last year because recruitment stalled post-lockdown), with 52% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- Over 50% of our classes are supported by a crèche, helping to meet our goal of making ESOL accessible to parents, generally women.
- 96% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 25 ESOL courses in seven boroughs (one fewer than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, Hounslow and Tower Hamlets. Three of these partnerships were new.
- 17 weekly Zoom classes set up in March with around ⅔ of our students making the transition.
- A range of additional online learning and social activities started during lockdown, from a volunteer-run conversation club to a cinema club.
- Set up the ESOL Podcast to give ESOL students more of a platform to share their ideas about the issues of the day and provide an inspiring learning resource for ESOL students across the country.

Community Organising and Action

- Emergency supplies, data and digital devices (smartphones or tablets) distributed to 40 of our most vulnerable participants during lockdown and post-lockdown, April-July 2020.
- 100 students, teachers and volunteers participated in the successful #LoveESOL event at City Hall in February. Deputy Mayor for Social Integration updated us on progress made since our last meeting, which included most notably, the extension of free ESOL classes to everyone earning less than the London living wage.
- EFA students and teachers led the London Citizen’s ‘welcome and sanctuary’ team, helping to set the agenda for the 2020 Mayoral manifesto. ESOL is one of three migrants’ rights asks the team prepared to put to the mayoral candidates before the assembly was cancelled due to Covid-19.
- A further 88 ESOL students from across London completed EFA’s one-day accredited training “an introduction to community organising” and follow up trainings on power, listening and

action. 15 students completed community organising training online, when we adapted the training to Zoom.

- EFA students and teachers took action to defend migrants' rights during the pandemic alongside Migrants Organise, the Joint Council for the Welfare of Immigrants, Refugee Council, Refugee Action and Patients not Passports with some success in extending access to healthcare, moving people out of dangerous detention centres and gaining indefinite leave to remain for the spouses of healthcare workers.

Our operations

- Raised £291,096 in total – of which around 22% was unrestricted funding and 78% was restricted funding (see accounts, page 28). Income is up 18% from last year.
- Secured significant emergency (Covid-19) funding allowing us to step up our activities and support for our communities.
- External communications stepped up post-lockdown in order to facilitate digital activism on the issues vital to our participants, encourage distance learning and share participatory ESOL resources with the ESOL community.
- Kept our dedicated staff team together and recruited two further teacher-organisers, Robin Sivapalan and Georgina Chapman.
- Four new trustees recruited to EFA - welcome to Marwa Belghazi, Jessica Walker, Daniel Michael Grütters, Larysa Agbaso - bringing vital new skills and lived experience of migration and ESOL.
- New three year strategy approved (2019-2022) paving the way for increased investment in external training, ESOL campaigning and research.

Strategy 2019-22

In July 2019 EFA developed a new three year strategy.

Vision

People are fully able to participate in and help create a just and equal society, regardless of where they are from.

Goals

1. Better and more ESOL provision, as well as better awareness
2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.

Purpose

Ensure migrants have access to action-orientated, participatory ESOL classes and community organising opportunities that equip them to bring about fundamental change

Aims/activities

1. Provide participatory, action-orientated ESOL classes
2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.
3. Take action on the issues that emerge in the classes, alongside our students.
4. Develop and share these methods (community organising and ESOL) through research, training and external communications
5. Campaign for ESOL

Proposals for change 2019-2022

- Increase the proportion of time and money spent on training, research and ESOL campaigning, towards an 80/20% split (ESOL and community organising/training, research and ESOL campaigning, respectively).
- Focus growth in provision on existing hubs and neighbouring boroughs in London
- Explore opportunities to support participatory ESOL outside of London through training, research and comms.
- Staff have autonomy and flexibility in terms of which of EFA's campaigns/aims/operations they are dedicated to.
- Hire new staff to make sure we're not over-stretched but try to avoid hiring on short-term contracts (there are limited times when this might be the only option and on balance worth doing).
- Become a better anti-racist organisation at all levels of our practice.

Approach and Methodology

Our teaching approach

English for Action has a unique teaching approach and almost ten years of experience delivering accessible community ESOL. Our approach blends community organising and participatory education methodologies. We believe that in order to build language skills and the capacity of our beneficiaries to participate fully in society (our two charitable objects), the way we work, both inside the classroom and outside, is of fundamental importance.

Accessibility

We deliver courses in community locations that are familiar and convenient for the participants we want to reach (especially those people missing out on provision elsewhere). We talk to participants to find out *when* they want to learn: many of our courses in schools take place at 9.30am, as parents find it convenient to go to class after dropping off their children at school and some of our classes start at 5pm for students who work during the day, particularly in the cleaning industry. We also arrange free crèches, where our students have young children. We encourage our participants to take increasing ownership of the classes they attend. The more they organise, plan and recruit for the courses, the more accessible our courses become. After all, our participants know their communities. Finally, we develop leadership within the communities where we work to reach the people who really need us. For example, it's often a parent at the primary school, or a parent support worker, who knows the people most in need of our courses and brings them through the door. For many participants, online learning has made it more accessible and unfortunately for others the opposite is true. In the future, we hope to run a mix of online and classroom provision.

Participatory Education

We are committed to learning about, developing and sharing an approach to adult learning called 'participatory education'; it is also sometimes called 'radical pedagogy', 'critical pedagogy', 'popular education', 'learner-led education' or 'democratic education'. It is a collaborative form of learning that values the students' existing knowledge and experiences. Knowledge and skills are co-constructed, rather than handed down from an expert teacher. Furthermore, participatory education is based on the premise that education is necessarily political – it can either sustain and legitimise the status quo, or it can seek to bring about social, political and economic change. By truly valuing the students and challenging established hierarchies *inside* the classroom, students are better equipped to change the world *outside* the classroom. But, we go further than critiquing injustice and modelling change; we also challenge and support our participants to take action to improve their lives and communities.

Community Organising

We are committed to building power, taking action and creating change through an approach called 'community organising'. This is a form of community capacity building that aims to strengthen and deepen democratic engagement. It does this by developing people's skills and building their networks. Community organisers help people to get together and build powerful networks that can then, through focused campaigns, change things in their local area or even further afield. Citizens UK is one of the main homes of community organising in the UK and we are a member of their south London and east

London chapters. We are also involved in the organisation Community Organisers Ltd who funded EFA to build a 'social action hub' in Hackney. We are also closely involved with Migrants Organise, NEON and HASL. These collaborations mean that our participants can access leadership training, get involved in campaigns in their local area, or obtain support with their own campaigns if they so wish. We also use community organising techniques inside the classroom to critically explore issues, build relationships and to plan action. Lastly, we actively support EFA teachers and volunteers in building their capacity as community organisers through running relevant training and ensuring there is ample support available to them as they engage in community organising.

Our Participants and Partners

Participants

Our participants are all people who have English as an additional language and have migrated to live in London. Our courses are free for all participants irrespective of their income, immigration status, nationality or whether or not they are claiming benefits. As such, we often have extremely diverse classes, reflecting the demographic of the local area. In Greenwich, the classes are particularly diverse in terms of both socio-economic class, first language and nationality. In Southwark, more than half of the participants are Spanish speaking; the majority of whom have come to the UK via Spain. In Tower Hamlets, the majority are Bangladeshi, although many have lived in third countries, especially Italy. We also work with a large number of Polish, Portuguese, Italian, Somali, Algerian and Afghan migrants. The vast majority of our participants are women and most have young children who attend our partner children's centres and schools. The majority of our participants with jobs are working as cleaners.

Our participants are often not able to access publicly funded ESOL for a variety of reasons. Successive cuts to publicly funded ESOL courses since 2007 have left a huge gap between supply and demand. The recent introduction of fees for many learners has further impacted participation and the numbers of people on ESOL courses dropped from 179,000 in 2010 to 114,000 in 2017 (according to research by the Institute of Learning and Work). Moreover, migrants with no recourse to public funds are ineligible for publicly subsidised education. The other barrier to accessing free ESOL courses, for those who are eligible, is the lack of childcare. We either let our students bring children with them to class or we provide a crèche. This year 13 of our 25 courses had access to a free crèche.

Case study 1: Nadifa Osman

Nadifa joined EFA's class at Sacred Heart in March 2020, just two weeks before we went online. She says she's incredibly grateful to have found us before the lockdown. Her progress from March until the end of term was rapid but also her contribution to the EFA community has been enormous.

Nadifa migrated from Somalia to Italy as a teenager. She never had the opportunity to go to school as a child and learned to read and write as a young adult in Italy. She has been in London for 10 years and this is the first time she has accessed an ESOL class.

She improved her speaking and listening very quickly - progressing from Entry Level 2 to Entry level 3 in a matter of months. She learned how to use Zoom and attended three classes a week, without fail. She has also contributed to EFA's ESOL campaigning, our external communications, making a powerful video about her experiences of lockdown learning. At the same time she has used her new skills and confidence to manage her children's education and care for her mother. Her children are thriving with their learning and Nadifa is delighted with the fruits of her labour!

Teachers and volunteers

EFA is grateful to our dedicated team of teachers and volunteers. All our teachers are experienced, at least CELTA-qualified and trained in our innovative methods. Our volunteers support the teachers, they don't deliver classes themselves. They help learners who have literacy needs, supervise group work or move from learner to learner to support their work.

Moving into 2020/21, we have 12 permanent members of staff, including nine teachers: Dermot Bryers, Verushka Grebenar George, Becky Winstanley, Adela Belecova, Amira Elwakil, Kasia Blackman, Robin Sivapalan, Lucie Vyhnaľcova and Anne McConnell. Robin Sivapalan and Georgina Chapman joined the teaching pool this year as hourly paid teachers. Phoebe is our Development Manager responsible for fundraising, monitoring and evaluation. Cait, formerly an EFA teacher, now supports our research work, particularly on the Erasmus+ project. Ariel is our finance manager.

Our volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. Our volunteers are a diverse group, with a range of ethnic backgrounds, educational backgrounds, ages and motivations. Some are volunteering to complete teacher training, others to test the water before changing career and some simply to give something back to their local community. Many of our volunteers come to us with excellent ideas and work collaboratively with the teacher to enhance the classroom experience. Some of our volunteers, as is the case with Lucie, Cait, Adela and Kasia, end up joining the EFA team as teachers.

Our funding

The majority of our funding comes from charitable trusts and foundations, but we are also funded

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directly by some of our partner institutions (mostly schools) to provide courses for their members. We had a substantial amount of EU funding in 2019-20, one project funded by Erasmus+ and another under the AMIF (Asylum, Migration and Integration Fund) programme. We are grateful to individual givers, who donated £2641.

Our work in Southwark was funded by United St. Saviour's and Henry Smith Foundation. In Wandsworth and Greenwich, we were funded by the National Lottery Community Fund. In Lambeth, we were jointly funded by the partner schools and the Walcot Foundation. In Tower Hamlets, we were funded by the Henry Smith Foundation and People's Health Trust. In Hackney, we were funded by COLtd.

Towards the end of the year we accessed support earmarked for organisations supporting people through the Covid-19 pandemic, including funding from the London Community Response Fund, which was created by a number of foundations pooling their resources.

We are also grateful to Tudor Trust for their multi-year core funding that allows us the flexibility to devote funds to where we most need them. 2019-20 was the final year of this funding and we have a number of applications pending for new core funding for 2020-21 and beyond.

Looking Back

Looking back at our objectives for the year and measuring our performance:

Succeeded or exceeded objective	
Original objective for year:	Achieved?
Extend Community Organising training to other boroughs beyond Hackney and Tower Hamlets	Online CO training involved our students from across our hubs
Develop participants' ownership of the organisation and knowledge of the organisation's objectives	Participants took part in the process of developing our new strategy. Classroom materials about EFA developed and used.
More students take collective action outside the classroom on the issues they care about.	This completely changed in the middle of the year with the start of the pandemic. Classes and special meetings focussed on issues like homeschooling, digital poverty and No Recourse to Public Funds
Publish the Our Languages website	Launched in November with hundreds of hits in the first month
Develop links with organisations and practitioners outside of London, identifying two cities for training and support.	Organisations brought together in Bristol for a training. New connections made in Leeds following a visit and 1-1 meetings. External training on hold March-July however.
Nearly achieved objective:	
Original objective for year:	Achieved?

Secure funding to continue our work in our six community hubs, running at least two courses with two sessions each at each hub.	Funding secured in all our hubs but we need to add sessions in three (Wandsworth, Greenwich and Hackney). This aim was disrupted by the pandemic, as we were no longer able to add courses in physical spaces and potential new partners went into survival mode.
Over 500 participants attend our courses.	Only 411 this year - we were on course to meet the target, had we been able to continue recruiting and setting up new courses post March.
Share our best practice through a participatory ESOL conference, targeted use of social media, publishing new research and run at least 10 external staff trainings	External training was on hold after February and we were only able to run three before then. We held our annual conference online though with great success. We published and shared research produced as part of the Our Language project (see page....), the HELD partnership (see page....) and the Migreat! project (see page 20).
Turn-over £320,000 in order to make the change we want to make.	Fundraising initially disrupted by the pandemic but picked up towards the end of the year and were not far off our target. Raised £291,096 and spent £307,786
Room for improvement:	
Original objective for year:	Achieved?
Increase funding for research, ESOL campaigning and training	We adjusted our spending towards these areas using core funding and reserves but raised only small amounts of ring-fenced funding.
Continue working with ESOL policy-makers in London and Secure agreements from the new Mayor of London to improve ESOL	We were disappointed no Deputy Mayor attending our February #LoveESOL event in person and as such we secured no new agreements. However towards the end of the year Deputy Mayor Jules Pipe agreed to attend our September 2020 event.

Summary of our courses in 2019-20

Group and Location	Teacher(s)	Number of hours	Number of participants ⁵	Funder
Robert Owen Children's Centre, Greenwich	Lucie	90	19	The National Lottery Community Fund: Reaching Communities
Meridian Primary School, Greenwich	Lucie	90	14	See above
Pembroke House, Walworth, Southwark	Adela	90	18	USS
Time and Talents, Rotherhithe, Southwark	Adela	90	14	USS
Surrey Square Primary School, Walworth, Southwark	Adela Amira	90 90	17 19	Henry Smith, USS
Notre Dame Secondary School, Elephant and Castle, Southwark	Adela	90	33	Henry Smith, Deutsche Bank
	Kasia	90	42	
Salvation Army, Camberwell, Southwark	Kasia	180	15	AMIF
South Bermondsey and Ellen Brown Children's Centres,	Kasia	180	11	AMIF

⁵ Attending at least 5 sessions

Southwark				
Bell House, Dulwich, Southwark	Georgina	12	12	Bell House
Surrey Docks Farm, Rotherhithe, Southwark	Robin	10	3	Tetley and Wakefield
Chisenhale School, Tower Hamlets	Becky Amira	180	27	People's Health Trust
St Paul's Primary School, Tower Hamlets	Amira	90	15	Henry Smith
St. George's – in – the -east church, Tower Hamlets	Kasia	90	16	See above
Sacred Heart Primary School, Battersea	Dermot	90	19	Big Lotteries
Highview Primary School, Battersea	Anne	50	12	See above
Griffin Primary School, Battersea	Anne	90	13	See above and Wandsworth Community Fund
Henry Cavendish Primary School, Streatham	Dermot	90	21	Henry Cavendish and Walcot Foundation
St Bernadette Primary School, Lambeth	Anne	50	11	St. Bernadette and Walcot Foundation
St. Anne's Primary School, Vauxhall	Amira/Robin	90	18	Lambeth Fund and St. Anne's

English Martyrs Church, Lambeth	Anne	90	15	Walcot Foundation and St. Andrew's
Henry Fawcett Children's Centre	Verushka	150	14	AMIF
Latin American Women's Aid, Hackney	Anne	180	13 22	COLtd, Economist charitable trust, Allen and Overy
Totals		2412	433	

* 22 students attended more than one course

Achievements in relation to our goals and aims (see page 8)

Goals

- 1. Better and more ESOL provision, as well as better awareness**

- 2. Powerful ESOL communities with people who have improved language skills, community organising skills, higher confidence levels and a greater capacity to take action.**

Aims

- 1. Provide participatory, action-orientated ESOL classes**

We reached 411 beneficiaries (people attending at least 5 sessions) in the period between August 1st 2019 to July 31st 2020; this is 77 more than the previous year, primarily because for half of the year we were not recruiting new students or setting up new classes. We started the year, consolidating our six community hubs in Southwark, Lambeth, Greenwich, Tower Hamlets, Hackney and Wandsworth. With the transition to online classes in March, we reduced the number of classes because we had the potential to merge some releasing staff to engage with our participants who were unable to participate in the

Zoom classes. Around ⅔ of our students did attend our Zoom sessions.

96% of students completing post-course evaluations reported that they have improved their language skills as a result of their participation in our courses. This supports the informal assessments carried out by our teachers, which are conducted throughout the course and recorded in course-end evaluations and in our course files.

Before lockdown 13/25 courses had access to a creche meaning that parents (most often women) with small children are not excluded, as is the case with a lot of further education college and local authority provision. The vast majority 22/25 had no eligibility requirements in terms of benefits or immigration status, which is another barrier for many people wanting to improve their English.

The transition to online learning in March 2020 was remarkable. When it became clear to us that it was no longer safe to run face-to-face classes, teachers started experimenting with different video-conferencing apps. We decided on Zoom, partly because the breakout rooms and whiteboard seemed most useful for our classes. We practised with students before classes, we created and shared multilingual guides to using Zoom and little by little we enabled the majority of our students to carry on with their learning.

96% of students reported that they made friends on the courses. This was also noted by teachers in their evaluations and reflections. Friendship and new relationships were often specifically mentioned by participants in their end of course evaluations: “I could carry on seeing my friends in lockdown.....I made friends.....the course helped me make friends” etc.

In addition to the courses, we ran online activities with more of an emphasis on socialising. We set up a conversation club that we hope to continue into 2020-21 and a cinema club. Both were well-attended and got good feedback. One participant said: “It is a rich experience. There is a sharing of culture. It is as if we are travelling through the person.”

2. Build power through community organising, improve our practice (CO) and share it with others, especially ESOL students.

Community organising principles and methods were key to our pandemic response. Using 1-1 meetings and participatory consultation with participants, we responded quickly, democratically and effectively, developing a Covid-19 strategy, that enabled the organisation to support our whole community. We also reached out to partners to coordinate responses, learn from others and offer, and ask for, support.

Through our membership of, and strong participation within Citizens UK, the largest community organising alliance in the UK, we connected with other civil society organisations across London, especially those defending migrants’ rights during the pandemic.

This year we took our community organising training online, delivering a six-session course for 15 students, based on the training we developed in partnership with Community Organisers Ltd. We also launched a Podcast, devoting three episodes to community organising and the experiences of our student organisers.

3. Take action on the issues that emerge in the classes, alongside our students.

Taking action did not stop because of the pandemic. However the priority issues changed somewhat with fair access to healthcare for migrants and the right to government support. At the beginning of the pandemic we needed to support many of our students who were sick or quarantining. We applied for funding in order to distribute food parcels, key supplies and data.

Many of the issues that became more urgent, or more prevalent in the media, had existed for a long-time. For example, digital poverty has long been a consequence and a driver of inequality in society but when children were forced to stay at home, the problem suddenly intensified and shot to prominence. EFA students discussed the issue in class, joined national campaigns and petitioned schools for support. Some local schools ensured every family that needed could borrow a laptop. EFA applied for funding to buy smartphones and tablets for our participants and distributed 40 devices before the end of the year.

We also took action on food poverty, demanding the government fund schools to provide lunches to families who needed it during the holidays. We took action to demand support for people out of work and to extend that support to self-employed workers. We also joined allies in the migrants' rights sector to demand support for people with the visa condition "no recourse to public funds" which prevents many of our students from accessing benefits such as Universal credit or housing benefit. Housing continues to be a massive issue for our students and we joined allies, such as Housing Action Southwark and Lambeth to demand support for renters, including an end to evictions. Many of these actions/campaigns were effective as we saw U-turn after U-turn from the government this year.

4. Develop and share these methods (community organising and ESOL) through research, training and external communications

We had mixed results with this aim - at least in part because our priorities changed very suddenly due to Covid-19.

In terms of research, we continued with our HELD (Hub for Education and Linguistic Diversity) work sharing research in two seminars reaching 72 practitioners. The first was the launch of a new publication edited by EFA's Chair of Trustees, Melanie Cooke, alongside Rob Peutrell. The book, called *Brokering Britain, Educating Citizens: exploring ESOL and citizenship*, brings together much of the interesting work on ESOL in the UK today. EFA's Melanie Cooke, Becky Winstanley and Dermot Bryers contributed a chapter and presented this to the HELD seminar participants. The second seminar was Sociolinguistics, participatory pedagogy and language teacher education. We also launched the Our Languages website, this year, sharing research with a wide group of practitioners.

EFA's teacher training links closely with our research. This year we ran external training for 60 teachers, across five separate sessions. Three of these were Our Languages training sessions that accompanied the learning materials we developed to help teachers explore sociolinguistic themes with their students. One was on emerging language teaching for Hackney Learning Trust and the other was an Introduction to Participatory ESOL for CARAS, a migrant rights charity in south London.

Our external communications improved steadily throughout the year with daily social media posts, increased engagements and more followers than at the start of the year.

5. Campaign for ESOL

Our change agenda changed dramatically half-way through the year. Not only did our participants' priorities change significantly but the methods at our disposal for affecting change suddenly changed as well. For example, pre-pandemic we were making good progress with our ESOL campaigning and had set up meetings in Lambeth and Southwark with the relevant Council officers to discuss next steps in the implementation of the boroughs' respective ESOL strategies. Suddenly, not only was it not possible to meet but we were forced to reevaluate whether the campaign was the most urgent thing for our participants and whether it was reasonable to continue to pressurise the Council to deliver on their promises to implement an ESOL strategy when they were overwhelmed with Covid-19 support work.

Looking ahead

In 2020-21 we aim to sustain our work in our six community hubs (Tower Hamlets, Hackney, Greenwich, Southwark, Lambeth and Wandsworth) and add a seventh in Brent (funding pending). We are aware that the pandemic is still causing huge difficulties for our communities and a second wave of the virus is predicted by many experts for the winter. We need to be ready to support our participants. We also want to expand provision for groups we have identified as needing our support such as domestic workers and nannies, cleaners (or other low-paid shift workers) and asylum seekers. We would like to continue to increase the share of our work devoted to external training, research and ESOL campaigning. We want to secure agreements to improve ESOL (especially coordination/information) from the candidates for Mayor before the rescheduled election in May.

Secure funding to continue our work in our six existing community hubs, running at least two courses with two sessions each at each hub.

Raise money to set up at least two groups (two sessions each) for around 40 participants in Brent

Raise £360,000 in order to make the change we want to make.

Continue working with ESOL policy-makers in London and Secure agreements from the new Mayor of London to improve ESOL.

Develop links with organisations and practitioners outside of London, identifying two cities for training and support.

More students take collective action outside the classroom on the issues they care about.

Over 500 participants attend our courses.

Develop and support the participatory ESOL teaching community through a monthly online meet-up, training for individuals, at least 8 external trainings for groups and our annual conference.

Run training for teachers based outside of London especially in Bristol and Leeds, where we have strong links.

Develop our external communications in order to support our strategic objectives such as promote training, amplify participants' voices, extend our network and take action.

Expand our online classes, online social spaces and online meetings in order to support our communities in case we cannot return to classrooms in the near future.

Trustees and Governance

Key points at a glance:

- We supported the organisation to respond to the Covid-19 pandemic, working with staff to ensure a successful transition to online and to maintain students and staff wellbeing..
- We conducted a thorough risk assessment process and have improved our oversight of key organisational risks.
- The board successfully recruited four new Trustees, who bring to the Board a range of experience and knowledge around EFA, migration, law, community organising and campaigning.

It is a pleasure to welcome you to EFA London's 2020 Annual Report, which highlights our work to provide free participatory ESOL classes in London for those that might face barriers to accessing them.

Over the past year, we have faced the unparalleled challenge of the Covid-19 pandemic, which led to dramatic changes in our lives, our work and our communities. In addition, George Floyd and the Black Lives Matter movement brought racial discrimination into the fore, something that is painfully familiar to much of the EFA community.

The board is proud of the way that the EFA community worked together to adapt to the unfamiliar context so rapidly and strategically. Working to deliver ESOL classes remotely was not a priority pre-2020, but learners and teachers alike collaborated to make this transition, with the staff team supporting those facing digital barriers to get online and to access the support of their learning networks. The events of 2020 also led the team to build on and expand the organisation's anti-racism work. Adapting to changing needs of students is a strength of the EFA London teaching methodology and this has been important during the pandemic, when students' priorities and concerns shifted or were amplified by the pandemic.

Regarding our aims and objectives of the previous year, we made strides forward as you will read in the report. This includes building our student training offer to include Online Community Organising training, as well as delivering ESOL participatory practitioner training in locations beyond London. In addition, we completed the process of establishing a strategy where learners, volunteers, staff and trustees participated alike.

The board wishes to welcome our new trustees Larysa Agbaso, Marwa Belghazi, Daniel Michael Grütters and Jessica Walker.

The board wishes to celebrate and acknowledge the achievements of the organisation, which would not have been possible without the dedicated and impressive staff team. We would like to extend our thanks to all of our partners, supporters, participants, volunteers, staff and to our regular contacts Dermot Byers and Phoebe Cullingworth.

Jessica Walker

Organisational strategy:

We have continued to follow the objectives set out in our 2019-2022 strategy, which include:

- Increase resources on training, research and ESOL campaigning.
- Growth in provision in existing hubs and neighbouring boroughs in London
- Support participatory ESOL outside of London through training, research and comms.
- Staff autonomy (which of EFA's campaigns/aims/operations they are dedicated to).
- Sustainably grow staff team
- Build on anti-racist work at all levels..

Organisational management:

The trustees provided risk assessment, strategic support and a sounding board for a variety of organisational management questions:

- The development (and most importantly the discussion) of a management manual for clarity, inclusivity and efficiency of how decisions are made and communicated.
- Updating and reviewing the organisation's **salary** scales towards a sustainable, equitable, and transparent policy.
- Updated **HR** policies including staff wellbeing checks, sick/parental leave.

Main risks dealt with at board level:

Covid-19: The board met to feed into the organisation's strategic response.

This included plans and support to:

- Contact funders to agree on impact to projects,
- Carry out participants wellbeing calls,
- Establish Contingency plans for staff illness,
- Build staff capacity to deliver remotely

Board meetings & other activities:

The board has developed a regular agenda, with different themes for different quarters, and refined the rhythm of trustee meetings to prepare updates and detail before meetings, in order to focus meeting time on discussion of urgent challenges, strategic direction, and assistance to the management. An example of the top issues discussed at meetings in this period:

- **October 2019:** Welcome to new board members and decision-making.
- **January 2020:** Policies, Sub-Committee roles.
- **April 2020:** Risk assessment PESTLE analysis
- **July 2020:** Budget and salary review, progress on management processes review.

In a small charity, a large part of a trustee's contribution is simply getting involved directly with staff, and trustees have assisted on a number of practical issues outside of meetings and subcommittees:

- Reviewing, researching and publishing new research on pedagogical methods
- Assisting with new staff interviews.
- Arranging rooms and template processes for the strategy.
- Reviewing and approving the accounts.
- Input on media relations and social media content.

Trustee Induction & Training

In 2019 we welcomed the recruitment of four new trustees. Following the trustee induction review in 2018-19, the process included a one to one discussion, the new starters introduced themselves to the existing trustees. Together, the board conducted a mapping exercise to identify the strengths of the group and trustees selected sub-groups to be part of. They were also invited to visit classes to see our work in action.

Statement on public benefit

The Board confirms that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the charity.

The Chief Executive's report documents how the two charitable objectives have been pursued through the year, and the opening statement of the trustee section above highlights particular achievements.

Reserves policy

The board has agreed a reserves policy to cover unforeseen events and uncertainties in funding or cash flow to cover three to six months of running costs. The reserves level and policy is reviewed annually and was approved for the following year of 2019-20 in the budget confirmation meeting of July 2019. Total year-end funds carried over were £109,958 which equals around five months of core running costs.

Governing document

EFA London is a charitable company limited by guarantee, governed by its articles of association dated 23 February 2009 and registered with Companies House on 19 May 2009.

It is a charity registered with the Charity Commission and its charitable objects are:

1. To develop the capacity of migrant communities across London in such a way that they are better able to identify and help meet their needs and participate more fully in society.
2. To advance the education of the public in the subject of English for Speakers of Other Languages (ESOL).

Statement of Trustees' responsibilities

The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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 the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for 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.



Desiree Faro Montje (on behalf of the board of trustees)

15 April 2021

EFA London

Independent Examiner's Report to the trustees of EFA London

I report to the trustees (who are also Directors for the purpose of company law) on my examination of the financial statements of EFA London ('the charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and examiner

As the charity's trustees of EFA London (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 EFA London 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of EFA London 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)].

EFA London

Independent Examiner's Report to the trustees of EFA London

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.



.....
Timothy Sullivan FCA
ICAEW

70 Royal Hill
Greenwich
SE10 8RF

Date: 23/4/21.....

EFA London

Statement of Financial Activities for the Year Ended 31 July 2020
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £	Unrestricted funds £	Restricted funds £	(As restated) Total 2019 £
Income and Endowments from:							
Donations and legacies	3	28,071	209,850	237,921	29,809	182,367	212,176
Charitable activities	4	53,175	-	53,175	33,776	-	33,776
Total income		81,246	209,850	291,096	63,585	182,367	245,952
Expenditure on:							
Charitable activities	5	(75,738)	(232,048)	(307,786)	(47,254)	(180,547)	(227,801)
Total expenditure		(75,738)	(232,048)	(307,786)	(47,254)	(180,547)	(227,801)
Net movement in funds		5,508	(22,198)	(16,690)	16,331	1,820	18,151
Reconciliation of funds							
Total funds brought forward		90,109	36,539	126,648	73,778	34,719	108,497
Total funds carried forward	11	95,617	14,341	109,958	90,109	36,539	126,648

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 11.

EFA London

(Registration number: 06909738)
Balance Sheet as at 31 July 2020

	Note	2020 £	(As restated) 2019 £
Current assets			
Debtors	9	45,448	51,732
Cash at bank and in hand		<u>115,769</u>	<u>108,778</u>
		161,217	160,510
Creditors: Amounts falling due within one year	10	<u>(51,259)</u>	<u>(33,862)</u>
Net assets		<u>109,958</u>	<u>126,648</u>
Funds of the charity:			
Restricted funds		14,341	36,539
Unrestricted income funds			
Unrestricted funds		<u>95,617</u>	<u>90,109</u>
Total funds	11	<u>109,958</u>	<u>126,648</u>

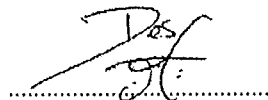
For the financial year ending 31 July 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 29 to 41 were approved by the trustees, and authorised for issue on 15 April 2021 and signed on their behalf by:



Desiree Faro Montje
Trustee

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

110 Hassocks Rd
London
SW16 5EZ

These financial statements were authorised for issue by the trustees on 15 April 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

3 Income from donations and legacies

	Unrestricted funds		Total 2020 £	Total 2019 £
	General £	Restricted funds £		
Donations and legacies;				
Donations from individuals	2,621	-	2,621	7,546
Grants, including capital grants;				
Trusts and foundations	1,700	-	1,700	-
East End Community Foundation	-	-	-	1,000
Tudor Trust	20,000	-	20,000	25,000
Erasmus Plus	-	13,527	13,527	5,267
Henry Smith	-	24,200	24,200	24,400
United St Saviour Southwark	-	40,332	40,332	20,166
London Borough of Hackney	-	-	-	5,021
Network for Social Change Charitable Trust	-	-	-	7,266
People's Health Trust	-	15,344	15,344	23,016
The Company of Community Organisers	-	7,813	7,813	19,688
The Company of Community Organisers	3,750	-	3,750	-
Walcot Foundation	-	25,000	25,000	24,406
Wandsworth Council	-	-	-	1,400
Allen & Overy Foundation	-	-	-	10,000
Aziz Foundation	-	-	-	1,550
The London Community Foundation	-	-	-	10,000
The Economist Group	-	-	-	10,000
The National Lottery Community Fund	-	47,067	47,067	16,450
City Bridge Wave	-	9,231	9,231	-
London Catalyst	-	1,500	1,500	-
The London Community Fund	-	5,000	5,000	-
Wakefield & Tetley - Surrey Docks Farm	-	836	836	-
Network for Social Change	-	20,000	20,000	-
	<u>28,071</u>	<u>209,850</u>	<u>237,921</u>	<u>212,176</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

4 Income from charitable activities

	Unrestricted funds	Total 2020	Total 2019
	General £	£	£
Courses and classes	5,000	5,000	11,380
Contractual income from government or public authorities	48,175	48,175	22,396
	<u>53,175</u>	<u>53,175</u>	<u>33,776</u>

5 Expenditure on charitable activities

	Total 2020	Total 2019
	£	£
Consultants fees and creche support	26,867	13,414
Conferences and workshops	613	836
Rent and rates	945	977
Insurance	395	381
Telephone and internet	110	183
Office expenses	-	387
Office equipment	5,435	-
Printing, postage and stationery	647	904
Accreditation fees	-	5,201
Books and course materials	1,235	1,215
Subscriptions	2,121	1,268
Charitable donations	-	1,511
Sundries	1,341	1,623
Travel, trips and refreshments	3,949	2,219
Advertising	-	32
Project costs	-	1,325
Staff entertaining (allowable for tax)	399	468
Independent examination	1,626	1,578
Grant funding of activities	20,000	-
Staff costs	<u>242,103</u>	<u>194,279</u>
	<u>307,786</u>	<u>227,801</u>

£75,738 (2019 - £47,254) of the above expenditure was attributable to unrestricted funds and £232,048 (2019 - £180,547) to restricted funds.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

6 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Larysa Agbaso

£150 (2019: £Nil) of expenses were reimbursed to Larysa Agbaso during the year.

The charity contributed travel expenses of £150 for Larysa Agbaso.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

7 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Staff costs during the year were:		
Wages and salaries	220,583	178,359
Social security costs	13,852	10,268
Pension costs	7,668	5,652
	<u>242,103</u>	<u>194,279</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2020 No	2019 No
Charitable activities	<u>11</u>	<u>11</u>

No employee received emoluments of more than £60,000 during the year.

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

9 Debtors

	2020	(As restated) 2019
	£	£
Trade debtors	23,102	30,343
Prepayments	746	747
Accrued income	21,450	20,450
Other debtors	150	192
	<u>45,448</u>	<u>51,732</u>

10 Creditors: amounts falling due within one year

	2020	2019
	£	£
Other taxation and social security	4,556	4,063
Other creditors	9,996	404
Accruals	4,398	4,395
Deferred income	32,309	25,000
	<u>51,259</u>	<u>33,862</u>
	2020	2019
	£	£
Deferred income at 1 August 2019	25,000	-
Resources deferred in the period	32,309	25,000
Amounts released from previous periods	(25,000)	-
Deferred income at year end	<u>32,309</u>	<u>25,000</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

11 Funds

Current year

	Balance at 1 August 2019 £	Incoming resources £	Resources expended £	Balance at 31 July 2020 £
Unrestricted funds				
<i>General</i>				
General Funds	76,661	81,246	(75,738)	82,169
Funds - prior period adjustment	13,448	-	-	13,448
	<u>90,109</u>	<u>81,246</u>	<u>(75,738)</u>	<u>95,617</u>
Restricted funds				
The London Community Foundation	5,153	-	(5,153)	-
Erasmus Plus	-	13,527	(13,527)	-
Henry Smith	13,216	24,200	(24,200)	13,216
United St. Saviour Southwark	-	40,332	(40,332)	-
East End Community Foundation	417	-	(417)	-
People's Health Trust	3,836	15,344	(19,180)	-
The Company of Community Organisers	2,188	7,813	(10,001)	-
Walcot Foundation	78	25,000	(25,078)	-
Wandsworth Council	817	-	(817)	-
Allen and Overy	4,167	-	(4,167)	-
The National Lottery Community Fund	-	47,067	(47,067)	-
The Economist Group	6,667	-	(6,667)	-
City Bridge Wave	-	9,231	(9,231)	-
London Catalyst	-	1,500	(375)	1,125
The London Community Fund	-	5,000	(5,000)	-
Wakefield & Tetley - Surrey Docks Farm	-	836	(836)	-
Network for Social Change	-	20,000	(20,000)	-
	<u>36,539</u>	<u>209,850</u>	<u>(232,048)</u>	<u>14,341</u>
Total funds	<u>126,648</u>	<u>291,096</u>	<u>(307,786)</u>	<u>109,958</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

Previous year

	Balance at 1 August 2018 £	Incoming resources £	Resources expended £	Balance at 31 July 2019 £
Unrestricted funds				
<i>General</i>				
General Funds	60,330	63,585	(47,254)	76,661
Funds - prior period adjustment	13,448	-	-	13,448
	<u>73,778</u>	<u>63,585</u>	<u>(47,254)</u>	<u>90,109</u>
Restricted funds				
The London Community Foundation	1,820	10,000	(6,667)	5,153
Erasmus Plus	4,600	5,267	(9,867)	-
Henry Smith	8,133	24,400	(19,317)	13,216
United St. Saviour Southwark	20,166	20,166	(40,332)	-
Kings College	-	4,287	(4,287)	-
East End Community Foundation	-	1,000	(583)	417
London Borough of Hackney	-	5,021	(5,021)	-
Network for Social Change Charitable Trust	-	7,266	(7,266)	-
People's Health Trust	-	23,016	(19,180)	3,836
The Company of Community Organisers	-	19,688	(17,500)	2,188
Walcot Foundation	-	24,406	(24,328)	78
Wandsworth Council	-	1,400	(583)	817
Allen and Overy	-	10,000	(5,833)	4,167
The National Lottery Community Fund	-	16,450	(16,450)	-
The Economist Group	-	10,000	(3,333)	6,667
	<u>34,719</u>	<u>182,367</u>	<u>(180,547)</u>	<u>36,539</u>
Total funds	<u>108,497</u>	<u>245,952</u>	<u>(227,801)</u>	<u>126,648</u>

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

The specific purposes for which the funds are to be applied are as follows:

The London Community Foundation - ESOL classes in Wandsworth and Southwark

Erasmus Plus - an international research project into the role of volunteers in language learning for adult migrants/refugees

Henry Smith - ESOL classes and community organising in Southwark and Tower Hamlets

United St Saviour Southwark - ESOL classes and Community organising in Southwark

Kings College - materials and website for the 'Our Languages' project

East End Community Foundation - programme of five trips and outings for current ESOL participants

London Borough of Hackney - 'A Place for Everyone' project

Network for Social Change Charitable Trust - ESOL classes

People's Health Trust - 'Language for Change' project

The Company of Community Organisers - 'Social Action Hub' programme

Walcot Foundation - 'Learn Together'; ESOL for parents to support their children's education

Wandsworth Council - 'Wandsworth for Migrants' project

Allen and Overy - ESOL classes in Hackney

The National Lottery Community Fund - 'Language & Listening' project in South West and South East London

The Economist Group - ESOL classes in Hackney

EFA London

Notes to the Financial Statements for the Year Ended 31 July 2020

12 Analysis of net assets between funds

Current year

	Unrestricted funds	Restricted funds	Total funds
	General		
	£		
Current assets	99,678	61,539	161,217
Current liabilities	<u>(18,950)</u>	<u>(32,309)</u>	<u>(51,259)</u>
Total net assets	<u>80,728</u>	<u>29,230</u>	<u>109,958</u>

Previous year

	Unrestricted funds	Restricted funds	Total funds
	General		
	£		
Current assets	98,971	61,539	160,510
Current liabilities	<u>(8,862)</u>	<u>(25,000)</u>	<u>(33,862)</u>
Total net assets	<u>90,109</u>	<u>36,539</u>	<u>126,648</u>

Covid-19

The Covid-19 pandemic has had a profound impact on EFA. Fortunately, our funders have been fantastically supportive throughout, allowing us the flexibility to adapt projects, move funds around and extend deadlines where necessary. As a result of this and also the incredible work of our Development manager Phoebe Cullingworth, and colleagues who have stepped up to support with fundraising this past year, the pandemic has not caused any immediate problems financially. We have been able to increase our work, add to our staff team and invest in the future, in terms of training, office equipment and increased fundraising capacity. The impact on the communities we are supporting, and in some cases members of the staff team, has been very serious indeed however. Many have suffered serious ill health due to the virus itself, Covid-related bereavements, stress and mental ill health, loss of income and instability in other areas of their lives, not least due to problems relating to immigration status and the hostile environment. We anticipate the impact of the pandemic to hit for years to come and are continually developing our strategy in response. We are very proud of the efforts of the whole team (staff, trustees, volunteers and students) in supporting London's migrant communities at an extremely difficult time.