

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

Contents

Reference and Administrative Details	1
Trustees' Report	2 to 26
Independent Examiner's Report	27 to 28
Statement of Financial Activities	29
Balance Sheet	30
Notes to the Financial Statements	31 to 41

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

Contents

Glossary of acronyms and abbreviations	3
Administrative details	4
Chief Executive's Statement	5
- Summary of key achievements	6
- Strategy 2019-22. Vision, goals, purpose, aims/activities	8
- Proposals for change 2019-2022	9
- Approach and Methodology	10
- Participants and partners	11
- Looking back	14
- Summary of our courses	16
- Achievements in relation to our goals and aims	18
- Looking ahead	21
Trustees and Governance	23
- Organisational strategy	24
- Organisational management	24
- Main risks dealt with at board level	24
- Board meetings & other activities	24
- Trustee Induction & Training	25
- Statement on public benefit	25
- Reserves Policy	25
- Governing document	25
- Statement of Trustees' Responsibilities	26
Accounts	
- Independent Examiners Report	27
- Statement of Financial Activities	29
- Balance Sheet	30
- Notes	31

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
--------------------------------	---------------

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

www.efalondon.org

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

www.efalondon.org

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	<p>External training was on hold after February and we were only able to run three before then.</p> <p>We held our annual conference online though with great success.</p> <p>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).</p>
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	90	17	Henry Smith, USS
	Amira	90	19	
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>

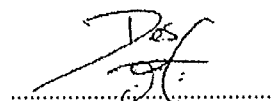
For the financial year ending 31 July 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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.

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.

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			
	General	Restricted	Total	Total
	£	funds	2020	2019
	£	£	£	£
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		
	General	Total	Total
	£	2020 £	2019 £
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 Helath 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.