

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

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	19
- Looking ahead	22
Trustees and Governance	24
- Organisational strategy	25
- Organisational management	25
- Main risks dealt with at board level	25
- Board meetings & other activities	25
- Trustee Induction & Training	26
- Statement on public benefit	26
- Reserves Policy	26
- Governing document	26
- Statement of Trustees' Responsibilities	27
Accounts	
- Independent Examiners Report	28
- Statement of Financial Activities	30
- Balance Sheet	31
- Notes	32

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

www.efalondon.org

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 involved closely 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?

--	--

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/Fatime	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 immigration 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 online 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

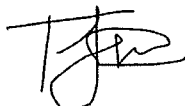
The trustees (who are also the directors of EFA London for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law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

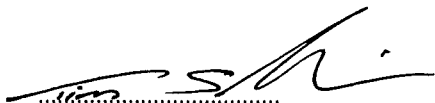
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

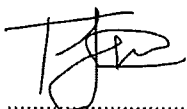
	Note	2021 £	2020 £
Current assets			
Debtors	11	79,598	45,448
Cash at bank and in hand		<u>167,972</u>	<u>115,769</u>
		247,570	161,217
Creditors: Amounts falling due within one year	12	<u>(12,703)</u>	<u>(51,258)</u>
Net assets		<u>234,867</u>	<u>109,959</u>
Funds of the charity:			
Restricted income 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	Total
	General	Restricted	2021	2020
	£	£	£	£
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		
	General	Total	Total
	£	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	<u>23,872</u>	<u>14,847</u>
	<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	
	funds	Total
	General	2021
	£	£
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.