

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2022

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

EFA London

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EFA London

Reference and Administrative Details

Trustees	Larysa Agbaso
	Marwa Belghazi
	Melanie Cooke
	Desiree Faro Montje
	Daniel Grutters
	Liam James Crosby
	Sho Konno
	Tom Smith
	Jessica Walker
	Nicolo Wojewoda
Secretary	Dermot Bryers
Charity Registration Number	1133268
Company Registration Number	06909738
Registered Office	The charity is incorporated in England and Wales .
	108 Battersea High Street
	London
	England
Independent Examiner	SW11 3HP
	Field Sullivan Limited
	9 Hare & Billet
	Blackheath
	SE3 0RB

EFA London

Annual Report

1st August 2021 – 31st July 2022

Charity Number: 1133268

Company Number: 06909738

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Glossary of acronyms and abbreviations

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

Administrative details

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

Directors and Trustees

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

Marwa Belghazi

Dr. Melanie Cooke

Liam Crosby

Desiree Faro Montje

Daniel Michael Grütters

Larysa Agbaso

Sho Konno

Tom Smith

Jessica Walker

Fella Meftah

Annalibera Refuto

Laila

Isolda Libório

Chair

Treasurer

Mulloy

Company Secretary

Dermot Bryers

Constitution

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

Registered office

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

Accountants

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

Bankers

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

Website

www.efalondon.org

Executive Team Statement

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

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

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

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

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

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

Signed,



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

Belecova, Dermot

2021-22 Key achievements at a glance

ESOL

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

Community Organising and Action

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

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

Our operations

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

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

Strategy 2019-22

In July 2019 EFA developed a new three year strategy.

Vision

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

Goals

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

Purpose

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

Aims/activities

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

Proposals for change 2019-2022

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

Approach and Methodology

Our teaching approach

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

Accessibility

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

Participatory Education

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

Community Organising

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

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

Our Participants and Partners

Participants

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

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

Case study 1: Hakima

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

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

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

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

Teachers, support staff and volunteers

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

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

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

Our funding

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

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

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

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

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

Looking Back

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

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

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

Summary of our courses in 2021-22

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

¹ Attending at least 5 sessions

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

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

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

* 97 students attended more than one course this year

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

Goals

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

Aims

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5. Campaign for ESOL

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

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

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

Case study 2: #LoveESOL picnic

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

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

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

Looking ahead

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

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

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

Trustees and Governance

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

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

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

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

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

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

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

Organisational strategy:

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

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

Organisational management:

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

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

Main risks dealt with at board level:

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

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

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

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

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

Board meetings & other activities:

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

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

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

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

Trustee Induction & Training

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

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

Statement on public benefit

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

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

Reserves policy

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

Governing document

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

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

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

Statement of Trustees' responsibilities

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

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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



Melanie Cooke (on behalf of the board of trustees)

EFA London

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

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

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

Responsibilities and basis of report

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

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

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

Independent examiner's statement

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

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

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

EFA London

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

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



Kirsty Nicholls FCCA
ICAEW

9 Hare & Billet
Blackheath
SE3 ORB

18 April 2023

EFA London

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

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

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

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

EFA London

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

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

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

Directors' responsibilities:

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

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

Melanie Cooke

.....
Melanie Cooke
Trustee

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

EFA London

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

1 Charity status

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

The address of its registered office is:

108 Battersea High Street

London

England

SW11 3HP

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

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

EFA London meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

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

Judgements and key sources of estimation uncertainty

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

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

EFA London

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

Income and endowments

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

Donations and legacies

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

Grants receivable

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

Deferred income

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

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

Investment income

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

Expenditure

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

Charitable activities

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

Grant provisions

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

EFA London

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

Support costs

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

Taxation

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

Tangible fixed assets

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

Depreciation and amortisation

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

Trade debtors

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

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

Cash and cash equivalents

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

Fund structure

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

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

EFA London

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

Pensions and other post retirement obligations

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

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

3 Income from donations and legacies

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

EFA London

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

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

4 Income from charitable activities

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

EFA London

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

5 Investment income

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

6 Expenditure on charitable activities

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

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

EFA London

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

7 Analysis of support costs

Support costs

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

8 Trustees remuneration and expenses

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

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

EFA London

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

9 Staff costs

The aggregate payroll costs were as follows:

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

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

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

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

10 Taxation

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

11 Tangible fixed assets

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

EFA London

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

12 Debtors

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

13 Creditors: amounts falling due within one year

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

14 Pension and other schemes

Defined contribution pension scheme

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

EFA London

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

15 Funds

Current year

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

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

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

EFA London

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

Previous year

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

EFA London

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

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

Wakefield and Tetley Trust - Tower Hamlets: An ESOL class hosted at Surrey Docks Farm in Southwark.

Erasmus Plus (Migreat!): An international research project focussed on exploring tools for changing narratives around migration across the UK and Europe

Henry Smith Charity: ESOL classes and community organising in Southwark & Tower Hamlets.

United St. Saviour's Charity: ESOL classes and community organising in Southwark.

Walcot Foundation: English for Housing Action Lambeth

29th May 1961 Charitable Trust: An ESOL class and community organising in Brent.

NCIL Brent: A community ESOL project providing English classes, community organising, career development support & community events

The company of Community Organisers - 'Social Action Hub' community listening programme

Team London Bridge - ESOL and community-building for families in Southwark

People's health Trust - 'Language for change' ESOL and wellbeing project in Greenwich

Bermondsey Square Community Fund - 'ESOL for Community' programme in Bermondsey, Southwark

Clarion Futures - 'ESOL for Work' course supporting Latin American migrants in Hackney

Postcode Society Trust - Core Salaries to support responsive service provision and new projects

WF Southall Trust - ESOL and community organising project in Brent

St. George The Martyr Charity - ESOL learning group in Southwark

The Austin & Hope Pilkington Trust - Community ESOL provision in Southwark

Wandsworth Council - ESOL on the Move: ESOL Walking Group in Battersea

The Clothworkers Foundation - Hardware and office equipment to support healthy remote working

Near Neighbours West Fund - 'All Together' ESOL and community organising project in Brent

The National Lottery Community Fund - Big Lotteries: 'Language & Listening' project in South West & South East London.

Hackney Parochial Charities: ESOL for Work language and career development classes in Hackney.

Comic Relief / Sport London: ESOL classes and physical activities in Tower Hamlets

Charles S. French Charitable Trust: ESOL for Work language and career development classes in Hackney.

Edward Harvist Fund: An ESOL class and community organising in Brent.

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

16 Analysis of net assets between funds

Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2022 £
Tangible fixed assets	4,075	-	4,075
Current assets	187,942	77,796	265,738
Current liabilities	(7,154)	-	(7,154)
Total net assets	<u>184,863</u>	<u>77,796</u>	<u>262,659</u>

Previous year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2021 £
Current assets	184,734	62,836	247,570
Current liabilities	(12,703)	-	(12,703)
Total net assets	<u>172,031</u>	<u>62,836</u>	<u>234,867</u>