

# EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2023

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## EFA London

### Reference and Administrative Details

#### Trustees

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

#### Secretary

#### Charity Registration Number

1133268

#### Company Registration Number

06909738

#### Registered Office

The charity is incorporated in England and Wales .  
108 Batterssea High Street  
London  
England  
SW11 3HP  
Field Sullivan Limited  
9 Hare & Billet  
Blackheath  
SE3 0RB

#### Independent Examiner

Field Sullivan Limited  
9 Hare & Billet  
Blackheath  
SE3 0RB

**EFA London**

**Annual Report**

1<sup>st</sup> August 2022 – 31<sup>st</sup> July 2023

Charity Number: 1133268

Company Number: 06909738

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## Glossary of acronyms and abbreviations

<b>CPD</b>	Continued Professional Development
<b>EAL</b>	English as an Additional Language
<b>EFA</b>	English for Action (EFA London)
<b>ESOL</b>	English for Speakers of Other Languages
<b>ESL</b>	English as a Second Language
<b>FE</b>	Further Education
<b>HASL</b>	Housing Action Southwark and Lambeth
<b>NATECLA</b>	National Association for Teaching English and other Community Languages to Adults
<b>NEON</b>	New Economy Organisers Network
<b>NCIL</b>	Neighbourhood Community Infrastructure Levy
<b>NOCN</b>	National Open College Network
<b>QTLS</b>	Qualified Teacher Learning and Skills
<b>IWGB</b>	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<sup>1</sup>  
Desiree Faro Montje<sup>2</sup>  
Daniel Michael Grütters  
Larysa Agbaso  
Sho Konno  
Tom Smith<sup>3</sup>  
Jessica Walker  
Fella Meftah  
Annalibera Refuto  
Leila Mulloy  
Isolda Libório

(Treasurer)

Treasurer

## 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, 9 Hare and Billet Road, Blackheath, London, SE3 0RB

## Bankers

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

## Website

[www.efalondon.org](http://www.efalondon.org)

<sup>1</sup> Stood down May 8 2023  
<sup>2</sup> Stood down August 11 2022  
<sup>3</sup> Stood down October 20 2022

## Executive Team Statement

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

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

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

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

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

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

Signed,



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



## 2022-23 Key achievements at a glance

### ESOL

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

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

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

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

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

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

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

### Community Organising and Action

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

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

## Our operations

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

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

# Strategy 2022-2025

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

## Vision

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

## Purpose

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

## Aims/activities

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

2022-2025

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

# Approach and Methodology

## Our teaching approach

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

## Accessibility

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

## Participatory Education

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

## Community Organising

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

## Our Participants and Partners

### Participants

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

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

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

## Case study 1: Mariam and Hameed

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

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

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

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

### Teachers, support staff and volunteers

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

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

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

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

## Our funding

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

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

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

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

# Looking Back

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

Succeeded or exceeded objective	
Original objective for year:	Achieved?
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>Convert agreements with local councils to policies and actions that improve ESOL in London and look for opportunities to have an impact nationally.</li> <li>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.</li> </ul>	<p>Yes, we ran courses, trainings and took action in Brent, Lambeth, Southwark, Greenwich, Tower Hamlets and Hackney. We also raised money to run a walk and talk focussed on wellbeing and community building in Wandsworth.</p> <p>Yes, within a rounding error or two! total income was £389,304 and we were able to use unrestricted funding we had received the year before to spend £416,115</p> <p>ESOL directories and named ESOL coordinators following agreements in April 2022 in Southwark and Lambeth. GLA finally delivered on their pledge to create a staffed, multilingual website for ESOL.</p> <p>The strategy day in September was very well-attended and generative. Broadly we agreed that we are on the right track, but we agreed to focus more explicitly on developing student and volunteer leadership and look for opportunities to impact ESOL provision and policy beyond London (see page 8).</p>
<ul style="list-style-type: none"> <li>Maintain balance of online and face-face courses, looking for opportunities to start classes in community locations where the need is great</li> <li>Continue building links with teachers</li> </ul>	<p>This year we ran 13 face-to-face and 15 online courses with the balance changing towards face-to-face throughout the year.</p> <p>We ran a research project called Participatory</p>



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

## Summary of our courses in 2022-23

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

<sup>4</sup> Attending at least 5 sessions

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

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

\* 153 students attended more than one course this year

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

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

### Aims

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

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

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

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

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

## 2. Build power through community organising

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Case study 2: South London Community Day

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

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

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

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

## Looking ahead

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

## General

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



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

## ESOL campaigning

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

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

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

## Strategy

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

# Trustees and Governance

## Key points at a glance:

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

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

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

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

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

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

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

## Organisational strategy:

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

## Organisational management:

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

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

## Main risks dealt with at board level:

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

- External risks;
- Operational risks;

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

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

#### **Board meetings & other activities:**

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

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

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

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

#### **Trustee Changes**

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

#### **Statement on public benefit**

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

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

## Reserves policy

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

## Governing document

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

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

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

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

## Statement of Trustees' responsibilities

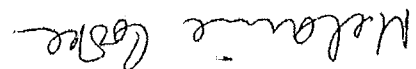
The Trustees (who are also Directors of EFA London for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

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

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

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

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



Melanie Cooke (on behalf of the board of trustees)

## **EFA London**

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

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

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

#### **Responsibilities and basis of report**

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

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

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

#### **Independent examiner's statement**

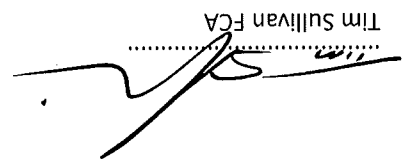
Since EFA London's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of, which is one of the listed bodies.

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

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

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

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

  
.....  
Tim Sullivan FCA

9 Hare & Billet  
Blackheath  
SE3 0RB

22/4/ 2024



## EFA London

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

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	103,067	211,583	314,650	105,121	315,500	420,621
Charitable activities	4	73,726	-	73,726	75,557	-	75,557
Investment income	5	928	-	928	22	-	22
<b>Total income</b>		<b>177,721</b>	<b>211,583</b>	<b>389,304</b>	<b>180,700</b>	<b>315,500</b>	<b>496,200</b>
<b>Expenditure on:</b>							
Charitable activities	6	(183,423)	(232,692)	(416,115)	(167,868)	(300,540)	(468,408)
<b>Total expenditure</b>		<b>(183,423)</b>	<b>(232,692)</b>	<b>(416,115)</b>	<b>(167,868)</b>	<b>(300,540)</b>	<b>(468,408)</b>
<b>Net movement in funds</b>		<b>(5,702)</b>	<b>(21,109)</b>	<b>(26,811)</b>	<b>12,832</b>	<b>14,960</b>	<b>27,792</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		184,863	77,796	262,659	172,031	62,836	234,867
Total funds carried forward	15	179,161	56,687	235,848	184,863	77,796	262,659

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

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

		Note	2023	2022
			£	£
<b>Fixed assets</b>				
Tangible assets		11	5,903	4,075
<b>Current assets</b>				
Debtors		12	21,649	56,120
Cash at bank and in hand			225,065	209,618
<b>Creditors: Amounts falling due within one year</b>				
		13	(16,769)	(7,154)
<b>Net current assets</b>			229,945	258,584
<b>Net assets</b>			235,848	262,659
<b>Funds of the charity:</b>				
<b>Restricted income funds</b>				
Restricted funds			56,687	77,796
<b>Unrestricted income funds</b>				
Unrestricted funds			179,161	184,863
<b>Total funds</b>		15	235,848	262,659

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

**Directors' responsibilities:**

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

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

*Melanie Cooke*

Melanie Cooke  
Trustee

**1 Charity status**

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

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

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

**2 Accounting policies****Summary of significant accounting policies and key accounting estimates**

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

**Statement of compliance**

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

**Basis of preparation**

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

**Going concern**

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

**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 those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

**Grants receivable**

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

**Deferred income**

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

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

**Investment income**

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

**Expenditure**

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

**Charitable activities**

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

**Support costs**

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

**Taxation**

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

**Tangible fixed assets**

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

**Depreciation and amortisation**

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

<b>Asset class</b>	<b>Depreciation method and rate</b>
Fixtures and fittings	4 year straight line

**Trade debtors**

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

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

**Cash and cash equivalents**

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

**Fund structure**

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

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

## EFA London

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

#### Pensions and other post retirement obligations

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

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

#### 3 Income from donations and legacies

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

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

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**6 Expenditure on charitable activities**

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

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

**7 Analysis of support costs****Support costs**

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



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

**8 Trustees remuneration and expenses**

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

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

**9 Staff costs**

The aggregate payroll costs were as follows:

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

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

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

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

**10 Taxation**

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

# EFA London

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

### 11 Tangible fixed assets

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

# EFA London

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

### 13 Creditors: amounts falling due within one year

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

### 14 Pension and other schemes

#### Defined contribution pension scheme

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

	2023	2022
Deferred income at 1 August 2022	4,300	-
Resources deferred in the period	-	4,300
Amounts released from previous periods	(4,300)	-
Deferred income at year end	<u>-</u>	<u>4,300</u>

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

15 Funds	Current year	Balance at 1 August 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2023 £
Unrestricted	General Funds	171,415	175,533	(183,423)	13,448	176,973
	Funds - prior period adjustment	13,448	-	-	(13,448)	-
	Restricted	184,863	175,533	(183,423)	-	176,973
	Wakefield Tetley Trust	5,001	-	(5,001)	-	-
	Erasmus Plus - MIGREAT	14,275	-	(14,275)	-	-
	Henry Smith Charity	25,000	60,000	(60,000)	-	25,000
	United Saint Saviour's Charity	-	20,000	(18,333)	-	1,667
	People's Health Trust	4,566	20,000	(20,899)	-	3,667
	Walcot Foundation	9,769	27,337	(27,339)	-	9,767
	29th May 1961 Charitable Trust	-	3,000	(3,000)	-	-
	Brent Council	5,864	13,000	(18,864)	-	-
	West Hackney Parochial Charity	-	9,971	(3,324)	-	6,647
	Sport London - Comic Relief	3,321	-	(3,321)	-	-
	Bermondsey Square Community Fund	-	250	(250)	-	-
Wimbledon Foundation	-	2,750	(2,750)	-	-	

# EFA London

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

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

**EFA London**

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

Previous year	Unrestricted			
	Balance at 1 August 2021	Incomeing resources	Resources expended	Balance at 31 July 2022
<b>General</b>	158,583	180,700	(167,868)	171,415
	13,448	-	-	13,448
Funds - prior period adjustment				
<b>Restricted</b>	172,031	180,700	(167,868)	184,863
Wakefield and Tetley Trust -	-	5,001	-	5,001
Tower Hamlets	-	27,654	(13,379)	14,275
Erasmus Plus - MIGREAT	-	60,000	(35,000)	25,000
Henry Smith Charity	-	1,000	(1,000)	-
United Saint Savour's	-	4,950	(4,950)	-
Team London Bridge	-	12,000	(7,434)	4,566
People's Health Trust	-	930	(930)	-
The Company of Community Organisers	-	23,967	(14,198)	9,769
Walcot Foundation	-	3,000	(3,000)	-
29th May 1961 Charitable Trust	9,025	44,000	(47,161)	5,864
NCIL Brent	13,938	34,894	(48,832)	-
Fund - Big Lotteries	6,621	-	(6,621)	-
City Bridge Trust	9,270	-	(9,270)	-
Hackney Parochial Charities	18,982	38,207	(53,868)	3,321
Sport London - Comic Relief	5,000	-	(5,000)	-
Charles S. French Charitable Trust	-	4,831	(4,831)	-
Edward Harvist Fund	-	2,250	(2,250)	-
Bermondsey Square Community Fund	-	5,000	(5,000)	-
Clarion Futures - Hackney	-	19,394	(19,394)	-
Postcode Society Trust	-	2,000	(2,000)	-
WF Southall Trust	-	5,000	(5,000)	-
St George the Martyr	-	1,000	(1,000)	-
The Austin & Hope Pilkington Trust	-	7,864	(7,864)	-
Wandsworth Council	-	10,000	-	10,000
The Clothworkers' Foundation	-	2,558	(2,558)	-
Near Neighbours West fund	62,836	315,500	(300,540)	77,796
<b>Total funds</b>	234,867	496,200	(468,408)	262,659

## EFA London

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

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

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

# EFA London

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

### 16 Analysis of net assets between funds

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