

Company registration number: 06909738

Charity registration number: 1133268

EFA London

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2024

Field Sullivan Limited
9 Hare & Billet
Blackheath
SE3 0RB

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EFA London

Reference and Administrative Details

Trustees	Larysa Agbaso
	Melanie Cooke
	Sho Konno
	Fella Meftah
	Lella Kate Mulloy
	Annalibera Refuto
	Jessica Walker
Secretary	Dermot Bryers
Charity Registration Number	1133268
Company Registration Number	06909738
Registered Office	The charity is incorporated in England and Wales . 108 Battersea High Street London England SW11 3HP
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Blackheath SE3 0RB

EFA London

Annual Report

1st August 2023 – 31st July 2024

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

Company Secretary	Dermot Bryers
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Constitution

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

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

¹ Resigned from the board 17th January 2024

Executive Team Statement

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


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

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

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

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

Signed,

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

2023-24 Key achievements at a glance

ESOL

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

Community Organising and Action

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

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them accessible to these communities.

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

Our operations

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

Strategy 2022-2025

Vision

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

Purpose

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

Aims/activities

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

2022-2025

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

Approach and Methodology

Our teaching approach

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

Accessibility

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

Participatory Education

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

Community Organising

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

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

Our Participants and Partners

Participants

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

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

Case study 1: Pawan

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

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

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

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

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

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

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

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

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

"We got help with writing emails".

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

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

Teachers, support staff and volunteers

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

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

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

Our funding

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

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

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

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

Looking Back

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

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

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

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

Summary of our courses in 2023-24

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

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

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

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

* 136 students attended more than one course this year 562

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

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

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

Aims

1. Provide participatory, action-orientated ESOL classes

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

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

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

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

2. Build power through community organising

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

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

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

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

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

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

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

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

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

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

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

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

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

Case study 2: EFA and the Living Wage Campaign

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

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

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

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

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

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

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

Looking ahead

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

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

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

Trustees and Governance

Key points at a glance:

Delivery:

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

Governance:

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

Operations:

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

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

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

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

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

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

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

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

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

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

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

Board meetings:

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

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

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

Statement on public benefit

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

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

Reserves policy

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

Governing document

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

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

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

Statement of Trustees' responsibilities


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

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

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

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

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



Melanie Cooke (on behalf of the board of trustees)

EFA London

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

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

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

Responsibilities and basis of report

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

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

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

Independent examiner's statement

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

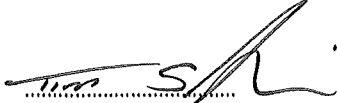
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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

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

EFA London

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

A handwritten signature in black ink, appearing to read 'Tim Sullivan', is positioned above a dotted line.

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

28 April 2025

EFA London

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

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

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

The funds breakdown for 2023 is shown in note 16.

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

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

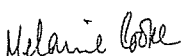
	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	2,766	5,903
Current assets			
Debtors	13	9,725	21,649
Cash at bank and in hand		<u>303,994</u>	<u>225,065</u>
		313,719	246,714
Creditors: Amounts falling due within one year	14	<u>(12,828)</u>	<u>(16,769)</u>
Net current assets		<u>300,891</u>	<u>229,945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

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

Directors' responsibilities:

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

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



 Melanie Cooke
 Trustee

EFA London

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

1 Charity status

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

The address of its registered office is:

108 Battersea High Street

London

England

SW11 3HP

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

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

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

Going concern

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

Judgements and key sources of estimation uncertainty

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions 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 2024

Income and endowments

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

Donations and legacies

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

Grants receivable

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

Gifts in kind

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

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

Investment income

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

Expenditure

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

Charitable activities

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

EFA London

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

Support costs

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

Taxation

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

Tangible fixed assets

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

Depreciation and amortisation

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

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

Trade debtors

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

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

Cash and cash equivalents

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

Fund structure

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

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

EFA London

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

Pensions and other post retirement obligations

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

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

3 Income from donations and legacies

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

EFA London

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

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

4 Income from charitable activities

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

5 Investment income

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

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

6 Expenditure on charitable activities

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

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

7 Analysis of support costs

Support costs

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

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

8 Trustees remuneration and expenses

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

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

9 Staff costs

The aggregate payroll costs were as follows:

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

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

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

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

10 Taxation

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

11 Related party transactions

There were no related party transactions in the year.

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

12 Tangible fixed assets

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

13 Debtors

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

14 Creditors: amounts falling due within one year

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

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

15 Pension and other schemes

Defined contribution pension scheme

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

16 Funds

Current year

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

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

Previous year

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

EFA London

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

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

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

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

17 Analysis of net assets between funds

Current year

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

Previous year

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