

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 2025

Field Sullivan Limited  
9 Hare & Billet  
Blackheath  
SE3 0RB

**EFA London**  
**Contents**

Reference and Administrative Details	1
Trustees' Report	2 to 28
Independent Examiner's Report	29 to 30
Statement of Financial Activities	31
Balance Sheet	32
Statement of Cash Flows	33
Notes to the Financial Statements	34 to 47

## **EFA London**

### **Reference and Administrative Details**

<b>Trustees</b>	Melanie Cooke
	Sho Konno
	Vivien Life
	Fella Meftah
	Leila Kate Mulloy
	Annalibera Refuto
	Eva Vargas Diaz
<b>Secretary</b>	Dermot Bryers
<b>Charity Registration Number</b>	1133268
<b>Company Registration Number</b>	06909738
<b>Registered Office</b>	The charity is incorporated in England and Wales 110 Hassocks Road London SW16 5EZ
<b>Independent Examiner</b>	Field Sullivan Limited 9 Hare & Billet Blackheath SE3 0RB

# **EFA London**

## **Annual Report**

1<sup>st</sup> August 2024 – 31<sup>st</sup> July 2025

Charity Number: 1133268

Company Number: 06909738

# Contents

<b>Glossary of acronyms and abbreviations</b>	<b>4</b>
<b>Administrative details</b>	<b>5</b>
<b>Executive team's Statement</b>	<b>6</b>
- Summary of key achievements	7
- Strategy, Vision, goals, purpose, aims/activities	9
- Approach and Methodology	11
- Participants and partners	12
- Looking back	15
- Summary of our courses	17
- Achievements in relation to our goals and aims	21
- Looking ahead	24
<b>Trustees and Governance</b>	<b>25</b>
- Board meetings & other activities	27
- Statement on public benefit	27
- Reserves Policy	27
- Governing document	27
- Statement of Trustees' Responsibilities	28
<b>Accounts</b>	
- Independent Examiners Report	29
- Statement of Financial Activities	31
- Balance Sheet	32
- Statement of Cash flows	33
- Notes	34

**EFA London  
Trustees' report**

**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>ICB</b>	Integrated Care Board
<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>NHS</b>	National Health Service
<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 2025. This is a Directors' report required by s417 of the Companies Act 2006 and all Trustees are Directors.

### Directors and Trustees

The Directors (2024/25) of the charitable company are its Trustees for the purpose of charity law.

Dr. Melanie Cooke	Chair	
Daniel Michael Grütters <sup>1</sup>		
Larysa Agbaso <sup>2</sup>		
Sho Konno		
Jessica Walker <sup>3</sup>	Treasurer	
Fella Meftah		
Annalibera Refuto		
Leila		Mulloy
Isolda Libório <sup>4</sup>		

**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*.

<b>Registered office</b>	110 Hassocks Rd, SW16 5EZ
<b>Accountants</b>	Field Sullivan Limited, 9 Hare and Billet Road, Blackheath, London, SE3 0RB
<b>Bankers</b>	The Co-operative Bank, PO Box 250, Skelmersdale, WN8 6WT
<b>Website</b>	<a href="http://www.efalondon.org">www.efalondon.org</a>

---

<sup>1</sup> Stepped down 30th January 2025

<sup>2</sup> Stepped down 21st May 2025

<sup>3</sup> Stepped down 21st May 2025

<sup>4</sup> Stepped down 15th November 2024

## Executive Team Statement

EFA London (English for Action) supports migrants in the UK to 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, must be, and often are, at the forefront of action to make our society fairer and more equal. Starting from the English-learning for migrant communities, our work benefits society as a whole.

In 2024/25 net migration dropped significantly from previous years and government policies made it harder for people to move to the UK and a combination of a struggling economy and the hostile environment saw large numbers of emigrants from the UK. Demand for our classes and other activities remained high, however, and there is just one place in an ESOL class for every eight people who need one. Our classes are full, waiting lists long and community ESOL fairs are really popular. This year across our five community ESOL fairs we helped 217 people find a class with a local provider.

As well as to help migrant communities access ESOL, our purpose is to engage ESOL students in meaningful action for social justice, building understanding and planning action from the classroom. There are four main themes for this learning and action: housing, workers rights, access to ESOL and health. With support from People's Health Trust and the Impact on Urban Health we have brought housing and health together, organising for better housing conditions to improve our participants' and their families/communities' health. We're finding that not only does it help people to get rehoused and much-needed repairs done, but people feel happier and healthier taking part in the process.

EFA students continue to drive the Living Wage campaign, especially in south London, alongside other members of Citizens UK and the IWGB Union. EFA was born from the Living Wage campaign; our first classes were for hotel workers organising to improve pay and conditions almost twenty years ago. Lamentably, in-work poverty is even worse now than it was then and migrant communities continue to bear the brunt of this. This year we worked in partnership with Katherine Cree Church to provide ESOL and organising training for low-paid workers at the church and we're busy setting up a similar project, a worker centre, with Christ Church Southwark. EFA participants took action that resulted in the British Film Institute and NHS England both agreeing to pay the Real Living Wage in 2024/25.

This year was a good one for raising money and expanding, and we're delighted to welcome Shah, Gunes, Fiona and Julie to our fabulous staff team.

Signed,



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



## 2024-25 Key achievements at a glance

### ESOL

- 534 people attended at least five of our sessions (28 fewer than last year), with 56% accessing ESOL provision for the first time through EFA, helping to meet our goal to improve accessibility to learning.
- 95% of participants “agreed” or “strongly agreed” they had improved their language skills at the end of the course.
- 26 ESOL courses in seven boroughs (two more courses than last year), maintaining partnerships with host community venues in Hackney, Greenwich, Lambeth, Southwark, Wandsworth, and Tower Hamlets and starting a new project with King’s College London especially for the Latin American communities in South London.
- Continued the Walk and Talk group, reading group and conversation club to support participants’ mental health and language skills.
- Participatory ESOL trainings delivered to six external organisations and 82 participants and several presentations to a range of audiences.

### Community Organising and Action

- The ESOL fairs across five boroughs helped us build relationships with over 25 ESOL and further education providers across London and supported 217 people to find courses.
- Multilingual housing organising in Tower Hamlets resulted in action that secured support from councillors and local MP and a meeting with Clarion Housing Association that resulted in agreements to improve the repairs process and communication with local residents.
- Continued the Community Organising for All project, alongside partners from Italy, Slovenia and Croatia, producing a new website to support organisers, educators and activists to engage multilingual communities groups and we ran training sessions for 40 practitioners.
- EFA teachers and students continued to lead actions and participate in strategy teams and action teams with Citizens UK partners in Wandsworth, Greenwich, Hackney, Tower Hamlets and Southwark. As well as the progress across our priority campaign areas the world provides leadership development opportunities and civic participation skills.

**EFA London**  
**Trustees' report**

- 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. New funding has enabled us to deepen this housing organising in south London.
- Participatory theatre is more and more integral to our community organising and learning. This year our theatre group developed a play to communicate the barriers to accessing ESOL in London and performed it several times to build their campaign team, develop political asks and engage decision-makers (see page 23).

## Our operations

- Raised £564,308 in total, of which exactly 50% was unrestricted funding and 50% 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 this year (Adela Belecova and Dermot Bryers) with plans to expand it in the new year.
- We were delighted to welcome Fiona Norris to our team, where she will add experience and know-how to our fundraising and also allow Anna to devote more time to communications and monitoring and evaluation.
- Pay has kept pace with inflation and the staff team indicated, in a thorough staff listening process, they are broadly happy with the equal pay policy and the level pay is set to. No staff left this year, after a few years of relatively high turnover.

# 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

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

## 2025 - strategy refresh

We started the process of refreshing our strategy in early 2025, having reached the end of the three year period of our previous strategy.

Adela and Dermot designed the process in executive team meetings with input from trustees. We identified four main groups we need to involve: 1 - Trustees, 2 - Staff, 3 - Participants, 4 - Volunteers.

The executive team identified some of the key questions emerging from conversations with colleagues, trustees, participants, volunteers and external partners, bearing in mind changes to the environment we operate in. Using these key questions, we created a set of statements intended to provoke a strong response, for example: "EFA is more concerned with developing students' capacity to take action rather than the tangible results, the changes themselves" in order to encourage open and meaningful debate. The statements belonged to five categories: purpose / values, classroom / pedagogy, organising / campaigning, operational and governance / culture.

## **EFA London Trustees' report**

Then based on conversations with people across the organisation and our assessment of the external context, we chose the most relevant statements to take to trustees, staff and participants for discussion in a dedicated strategy refresh workshop. In addition to debating these issue-driven statements, during the workshop we also made sure to check in on the fundamentals, for example - is the organisation's mission, vision and our five key activities still right?

To enable these discussions, we designed a strategy day with an external facilitator, Helen Triggs. The purpose of the strategy day was to come together as a whole organisation, learn about the strategy and check-in on some possible changes of direction. The strategy day in July was attended by 30 members of our community, with representatives of all four groups identified above. Some key themes which emerged from the day were: consensus for making theatre methods more central to our work and identity; enthusiasm for exploring a national campaign for better ESOL funding; a desire to further develop student participation in decision-making at all levels of the organisation and excitement about starting an initial teacher training programme in participatory ESOL.

Moving into 2025/26, the next steps in developing the strategy are to finalise the proposals for change and put into practice some of the smaller changes we have already agreed. We have also started to assess the worrying recent developments, in terms of the rise of far-right and anti-immigration politics we have seen in 2025. There are proposed changes to immigration rules and especially the English language requirement that will have a significant impact on our communities. Outside of parliament, the mobilisation of tens of thousands of people supporting aggressively anti-immigration positions is a huge concern and we are reassessing our strategy as a result.

Nevertheless, the strategy process has broadly reinforced our commitment to our fundamental objectives and the way we work. We also felt it was important to our relationships and community-building.

# Approach and Methodology

## Our teaching approach

English for Action has a unique teaching approach and nearly twenty years of experience now 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 and people working shifts at irregular times. For students with more limited digital skills and literacy needs in-person classes are preferable. We intend to continue running a mix of online and in-person classes.

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 make use of and 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.

## 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 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, Migrants Organise, Centre for Progressive Change, Social Housing Action Campaign (SHAC), Voice of Domestic Workers, High Trees 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 the UK. 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. We also work with a large number of Filipino/a, Chinese, 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. This year, according to Department for Education figures, there were approximately 120,000 people accessing ESOL classes and over a million adults reporting limited proficiency. Apart from the limited quantity of classes, barriers to access include lack of childcare to accompany classes, challenging work schedules, the restrictive eligibility criteria for free classes that excludes people with certain immigration statuses, stringent demands of formal provision in terms of attendance, exams and punctuality and the delay before asylum seekers can attend publicly funded classes.

## **Case study 1: Carolina**

Carolina is a 42-year-old Brazilian woman who has lived in England for nearly four years with her husband, a Methodist minister. They relocated to the UK together. Carolina has the right to work but her qualifications are not recognised here and she has had to build up from scratch. Prior to moving, she worked for over 13 years as an Administrator at a university in Brazil.

Since arriving in the UK, Carolina faced significant challenges in her pursuit of employment. She struggled to find work in administration and often felt unworthy of seeking opportunities due to a traumatic experience with her previous employer in Brazil, where she was denied rightful payment. This experience negatively impacted her mental health, leaving her feeling lost for two years.

In October 2023, Carolina enrolled in the EFA English class after facing difficulties enrolling in other courses due to residency requirements. Her English level is currently around ESOL Level Two, the highest level for ESOL. Although she acknowledges progress, she continues to find language a challenge.

Carolina describes the EFA course as transformative. It has not only improved her language skills but also restored her confidence. She values the community aspect of the class, where she finds support among peers who share similar challenges. The course has equipped her with practical skills, including CV writing and interview preparation, empowering her to pursue her career goals.

Carolina has been proactive in assisting her classmates by sharing CV advice she learned in class plus other resources. She has helped fellow students, reflecting on the supportive environment within the class.

Since completing the course in July 2024, Carolina has applied for over 20 jobs. In October, she received several job offers and ultimately secured a position as a School Administrator at Shacklewell Primary School in Hackney. This achievement marks a significant milestone in her journey, highlighting her resilience and determination.

### **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, help at events, contribute to campaigning work, run conversation clubs, support small groups and individuals and sometimes offer operational support. In 2024-25 we had five non-teaching staff members supporting with community organising, management, finance, comms, fundraising and HR.

Moving into 2025/26 we have 14 permanent members of staff, including nine teachers-organisers: Dermot Bryers, Becky Winstanley, Adela Belecova, Kasia Blackman, Lucie Vyhnalcova, Anne McConnell, Julie Begum, Shah Ahmed and Güneş Güven. Gina Rodriguez is our Operations Lead. Anna Kostyrina leads fundraising and comms work and in January, we welcomed Fiona Norris, as Partnerships Executive, Chelsea Joseph and Erica Scott as community organisers. We also have Farhana Azad in the wider team, running walk and talk activities in Tower Hamlets. We are very grateful to Kolpana Begum, Aldjia Koucem, Rachael Akanji and Shahnaz Begum for providing EFA classes with

## **EFA London Trustees' report**

creches.

Our group of 31 volunteers this year provided valuable support to the teachers, enabling them to work with mixed-level groups. They are a diverse group, with a range of linguistic and ethnic backgrounds, educational backgrounds, ages and motivations. A group of volunteers from King's College London, mostly students and some staff, joined us this year working on a new project in partnership with the University called EmpowerESOL. 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-organisers.

### **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 (this year for example, St. Katherine Cree Church, St. Martin's Plaistow and the Voice of Domestic Workers) to provide courses for their members. We had a relatively small amount of Erasmus+ funding in 2024-25 for Community Organising for All. We are grateful to individual givers, who donated £760.83.

This year we were able to step up community organising work while developing students' language skills thanks to support from trusts and foundations, including United Saint Saviour's Charity, People's Health Trust, Disrupt Foundation, Society of the Holy Child Jesus CIO, AB Charitable Trust, National Lottery Awards for All, Mercers' Company, Garfield Weston Foundation and City Bridge Foundation. These included organising to improve access to ESOL, to improve migrant access to primary health care in south-east London, worker organising and stepping up action for housing justice in Tower Hamlets.

Continued funding from the Walcot Foundation and the Henry Smith Charity in Southwark and Lambeth 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 all the trusts and foundations (listed on page 44) 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"> <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> </ul>	<p>We sustained work in our six boroughs and added new partnerships most notably with King's College London to run the EmpowerESOL project and Katherine Cree Church to run their Saturday ESOL. Online classes continued to be popular.</p>
<ul style="list-style-type: none"> <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> </ul>	<p>Income 2024/25 was £564,000 – higher than predicted due to some unexpected new contracts and income allocated to next year arriving this year.</p>
<ul style="list-style-type: none"> <li>Run at least 28 ESOL courses, reaching 500 participants over the course of the year</li> </ul>	<p>30 weekly classes, including the conversation club and walk and talk and 534 unique participants</p>
<ul style="list-style-type: none"> <li>Write up and share research into participatory ESOL</li> </ul>	<p>We continued to publish reports and working papers through the Hub for Education and Language Diversity, a partnership between teacher-researchers at EFA and academics at King's College London.</p>

**EFA London  
Trustees' report**

<ul style="list-style-type: none"> <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> </ul>	<p>Progress locally continues, especially in Greenwich, Southwark, Hackney and Lambeth and EFA continues to participate in the Coalition for Language Education, a UK-wide network.</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> </ul>	<p>A greater proportion of our classes are now in-person again, five years after the pandemic forced us to go 100% online. A significant number of weekly online sessions remain (seven) and are really popular, especially with shift workers.</p>
<p><b>Nearly achieved objective:</b></p>	
<ul style="list-style-type: none"> <li>Run at least three online trainings for individuals and six for organisations</li> </ul>	<p>Six external training delivered in London, Bristol and Manchester. We decided to cut the online training for individuals, with less demand for this and also less impact than working with groups who can then work together subsequently to put in place what they have learned.</p>
<ul style="list-style-type: none"> <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>At the end of the year we had a strategy day including all sections of our community and now need to put proposed tweaks and changes into operation.</p>
<p><b>Room for improvement / did not achieve:</b></p>	
<p><b>Original objective for year:</b></p>	<p><b>Achieved?</b></p>

**EFA London  
Trustees' report**

<ul style="list-style-type: none"> <li>Continue building links with teachers and organisations outside of London, inviting teachers to join our community of practice meetings, to our conference</li> </ul>	We delivered some trainings outside of London but paused the community of practice and did not hold an annual conference in 2025 due to lack of specific funding and capacity
--	---

### Summary of our courses in 2024-25

Group and Location	Teacher(s)	Number of hours	Number of participants	Funder
Greenwich Robert Owen Children's centre 1[	Lucie	90	26	Greenwich Healthier Communities, Awards for All, KeolisAmey Docklands, Thameslink YSYCI Fund
Greenwich online	Lucie	90	27	Greenwich Healthier Communities
Star of Greenwich/ National Maritime Museum	Lucie	72	34	Greenwich Healthier Communities, Awards for All, KeolisAmey Docklands, Thameslink YSYCI Fund
Wandsworth (online)	Dermot	48	23	Wimbledon Foundation, Wandsworth Borough of Sanctuary
Wandsworth conversation club	Ben, Sharon and Amelia	57	21	Volunteer-run

**EFA London  
Trustees' report**

Wandsworth Walk & Talk (Battersea)	Dermot	36	13	GLA, Wimbledon Foundation, Wandsworth Borough of Sanctuary
Wandsworth Reading group	Paul	54	11	Volunteer-run
Southwark Saturday school (morning)	Kasia	72	25	Society of the Holy Child Jesus
Southwark Saturday School 2 (afternoon)	Adela	72	35	Henry Smith
Time and Talents (online)	Adela	72	21	United Saint Saviour's / Southwark Charities
Salvation Army, Camberwell, Southwark	Kasia	72	30	Henry Smith/
Walworth Living Room	Anne	72	21	Henry Smith
Oliver Goldsmith	Anne	48	16	Oliver Goldsmith School / Peckham Settlement
Southwark Works	Kasia	24	15	Southwark Works

**EFA London  
Trustees' report**

Chisenhale School, Tower Hamlets	Becky	100	20	Disrupt Foundation People's Health Trust (Active Communities) Wakefield and Tetley
Chisenhale 2	Becky Julie	100	21	Disrupt Foundation People's Health Trust (Active Communities) Wakefield and Tetley
Chisenhale Art place	Becky Julie	18	9	People's Health Trust (Discrimination and Health)
St. Katherine Cree Church	Julie	48	34	St. Katherine Cree Church
Henry Cavendish Primary School, Streatham	Adela	90	22	Walcot Foundation
Henry Fawcett Children's Centre	Kasia	60	24	Walcot Foundation
Latin American Women's Aid, (LAWA) Hackney beginner	Anne	72	20	West Hackney Parochial Charity

**EFA London  
Trustees' report**

Latin American Women's Aid, (LAWA) Hackney ESOL for Work	Anne	72	15	Mercers
Voice of Domestic Workers	Anne	120	51	Voice of Domestic Workers
St. Martin's Plaistow	Lucie and Gunes	40	24	St. Martin's Church
Young Roots	Anne	18	19	Young Roots
St. Mary's Primary School, Lewisham	Lucie	32	17	St. Mary's Primary School
EmpowerESOL	Shah	108	42	King's Impact Fund
Totals		3171	636*	

\* 102 students attended more than one course this year so we had 534 participants who attended at least 5 sessions

## **Achievements in relation to our goals and aims (see page 9)**

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 534 beneficiaries (people attending at least 5 sessions) in the period between August 1<sup>st</sup> 2024 to July 31<sup>st</sup> 2025; this is 28 fewer than the previous year. We moved in the direction of more in-person classes, while keeping some online, as participants generally tell us that they prefer in-person and EFA teachers generally feel the learning and community building outcomes are stronger.

95% 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. 104 students completed exams - we give students the choice - and 98% passed achieving a nationally recognised qualification.

Over hundred 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, St. Katherine Cree Church, or the IWGB Trade Union.

#### **2. Build power through community organising**

Our community organising work resulted in new partnerships, such as with St Katherine Cree Church and St. Mary's Primary School in Lewisham, campaign wins (especially the Living Wage Campaign and housing conditions) and change at the individual level, as our participants developed new skills and confidence.

## **EFA London Trustees' report**

EFA students, volunteers, trustees and teacher-organisers participated actively in Southwark, Lambeth, Greenwich and Hackney Citizens, joining leadership teams to help make decisions about the collective priorities of the alliances. Alongside fellow South London Citizens members EFA made progress with the migrant access to the NHS and secured support for our participants' priorities through the South London Listens project. The South-east London Integrated Care Board (ICB) agreed to scrap expensive and useless GP letters to support housing applications and both ICBs (SW and SE) allocated NHS land for affordable housing.

Community organising methods have helped EFA students learn about their housing rights, change their circumstances and bring about institutional and systemic change. In Tower Hamlets, students gained support from their local MP, who visited the class as well as councillors. This helped the group to meet with and negotiate changes from the social landlord that many of the students rent from.

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

Over a hundred students, teachers, trustees and volunteers took action with EFA to effect change across our four (interrelated) main priorities: housing, work and wages, access to ESOL and health.

Our action teams continued to use theatre methods in creative actions on decision-makers. Two highlights were the housing action in December to secure agreement from NHS leaders to work with community groups to make a housing action plan. Poor housing conditions are driving physical and mental ill health across London and migrants are disproportionately impacted. In June, EFA students developed a play to demonstrate the specific barriers to accessing ESOL classes and performed it at City Hall in front of ESOL policymakers and allies from across the sector (see case study, page 23).

The Living Wage Campaign goes from strength to strength and EFA students have been closely involved, finally securing a Living wage for workers at the National Theatre, the British Film Institute and NHS England after taking action alongside Citizens UK allies at Christmas in February and in May.

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

This is probably the objective that took a little more of a backseat this year, with the vast majority of our resources spent on direct delivery of ESOL classes, community organising and campaigning with our students. It has been hard to raise money for influencing others and sharing best practice.

Nevertheless we have made some progress, most notably through our participation in the Hub for Education and Language Diversity alongside colleagues at King's College London. This year we ran three seminars on decoloniality and participatory pedagogy, Participatory ESOL Taking Stock (dissemination of our most recent research) and ESOL in a Changing Political Landscape for over 100 practitioners and researchers.

We also delivered six training sessions for around 100 ESOL teachers and volunteers in Bristol, London and Manchester on different elements of participatory ESOL and multilingual community organising..



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

We would like to raise more money to fund our campaigning activities but have made solid progress with little resource. ESOL provision in London is in better shape than it was before we started the #LoveESOL campaign in 2017. The GLA take it more seriously with the Mayor of London claiming to have prioritised ESOL more than any other part of the country has - at the beginning of his first term he rarely, if ever, mentioned it. There is so much more to be done but now there is an ESOL coordinator, far more generous eligibility criteria enabling thousands more students to access free classes, a website with information about classes and more money spent on classes - all demands we have put to the Mayor directly or to his Deputy Mayors.

This year we engaged with Deputy Mayor Howard Dawber directly (see below), stepped up our work with staff at City Hall and built strong relationships with councillors and staff at Hackney, Lambeth, Southwark and Greenwich councils. We are currently working with Lambeth and Hackney to set up a joint project, alongside the GLA, Natecla and ELATT to develop plans for an ESOL advice service - a single point of contact (SPOC) managed by the council to support potential students find classes.

**Case study 2: Theatre at City Hall**

On June 24th EFA's #LoveESOL team engaged Deputy Mayor Howard Dawber and ESOL policy-makers inside and outside of the GLA with a theatre performance at City Hall, highlighting the barriers to ESOL and hinting at solutions.

The team of students drawn from multiple classes worked together for months to develop the play and plan the event. The play showed how a lack of English can cause problems accessing NHS services and navigating Job Centre interactions and also that ESOL providers don't know enough about local provision to be able to refer people to classes that suit them, for example where they might find a creche.

After the play we focussed specifically on one potential solution, the Single Point of Contact (SPOC) and heard evidence from local authorities that had piloted a SPOC or used one in the past. A SPOC would be a local authority service that takes responsibility for matching demand for ESOL to supply. Someone, or a team of people, at the Council would map local provision and recruit, assess and refer students to the right class. Every council in London should have a SPOC and we want the GLA and perhaps other public services to help make it happen.

The impact of the work on the participants was profound. All of the group told us it made them feel more powerful, more confident and proud of themselves.

EFA has really leaned into participatory theatre in recent years and it has become increasingly core to our work. It helps develop language skills and confidence, raise awareness of issues, deepen understanding of problems and develop solutions. At our strategy day at the end of the year we resolved to recognise and continue this and build it into more of our work.

## Looking ahead

**In 2025-26 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 develop our new strategy to explore a national campaign for better ESOL provision, developing an initial teacher training programme in participatory ESOL, make theatre work more integral to our language learning and organising and improve student participation in decision-making across the organisation.**

- Secure funding to continue our work across our six existing community hubs, running a combination of online and face-face classes, walk and talks, theatre groups, conversation clubs and organising spaces.
- Raise at least £450,000 to sustain the work we're doing and expand our ESOL campaigning work
- Run at least 28 weekly ESOL courses, walk and talk groups and conversation clubs reaching 500 participants over the course of the year
- Get agreements from at least two local authorities to fund and staff a Single Point of Contact ESOL service
- Explore starting or joining a national campaign to improve ESOL funding with suitable partners like Natecla, the Bell Foundation, the UCU and/or Citizens UK
- Run at least six trainings sessions for external organisations for over 80 trainees
- Develop and accredit an initial teacher training programme
- Write up, share and begin to implement our 2025-2028 strategy
- Improve student participation in strategy and decision making through project steering groups and strategy teams
- Support 300 people to find ESOL courses and other training through the ESOL fairs
- Bring together 20+ ESOL providers through ESOL fairs and work with some on ESOL campaigning, partnership work and mutual support

# Trustees and Governance

**Key points at a glance:**

## Delivery:

- Exceeded our objectives for the year in terms of number of classes delivered and participants supported, with 24 ESOL courses delivered across seven boroughs and 534 people attending at least five of our sessions.
- Continued to improve accessibility to learning, with 56% of our participants accessing ESOL provision for the first time through EFA and 95% of students surveyed reporting improved English skills and confidence. This year EFA also held two adult education fairs and two workshops on local ESOL access, reaching almost 400 people and with 217 people finding new courses as a result of this outreach.
- Developed new partnerships, including with King's College to run the Empower ESOL project and with St Katherine Cree Church to provide ESOL and organising training for low paid workers at the church; work we hope to expand next year with a similar project at a church in Southwark.
- Alongside members of Citizens UK and the IWGB Union, EFA students continue to drive the Living Wage Campaign, with successful action this year that resulted in both the British Film Institute and NHS England both agreeing to pay the Real Living Wage in 2024/25.
- Expanded our participatory theatre work with the development of a teacher-student theatre group who delivered a performance at City Hall in June 2025 in front of ESOL policy-makers, highlighting barriers to ESOL and proposed solutions for improved access.

## Governance:

- Four trustees stepped down during the year and the Board would like to express our thanks to Daniel Michael Grütters, Isolda Libório, Larysa Agbaso and Jessica Walker for their contribution to EFA.
- We also recruited three new trustees to the Board, all due to start in August 2025: Eva Luna Vargas Díaz, Valerie Anne Quinn and Vivien Frances Life.
- Departing trustee Jessica Walker also held the post of EFA Treasurer. We undertook a recruitment for a new Treasurer, and look forward to welcoming Valerie Anne Quinn to the role from August 2025.
- The Board worked with the Executive Team on planning for the organisational strategy refresh and preparation for the strategy day in July 2025.

## Operations:

- EFA exceeded its fundraising target for the year, raising £564,308 in total, a particularly significant success given the challenging fundraising environment.
- We completed the annual in-depth review of EFA's risk register.

## **EFA London Trustees' report**

*With EFA London's 2024-2025 Annual Report, it's clear that we remain committed to building on our existing work to create 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 somewhat turbulent two years in 2022-2023 and 2023-2024, as EFA navigated a period of expansion and retraction during and after the pandemic, 2024-2025 has been a period of greater stability in terms of both delivery and operations. We are proud of the many achievements EFA has reached in this past year, including but not limited to, the number of classes delivered and number of participants supported, the development of new partnerships, the commitment to campaigning for improved ESOL provision, ongoing work with local authorities, further development of innovative approaches, and the organisation's continued contribution to the participatory ESOL community.*

*2024-2025 was also a positive year in terms of fundraising, as EFA raised £564,308 in total, exceeding our target for the year. Given the ongoing challenges in the fundraising environment, and difficulty raising money in the previous two financial years, this is a particularly significant outcome and the trustees wish to extend our thanks to the Finance and Fundraising team, and all EFA staff, for all their efforts to achieve this. We remain immensely grateful to all the funders who support our work.*

*As we near the end of our 2022-2025 strategy, EFA has started work on preparing a refreshed strategy for the next three year period. The wider environment is challenging, both economically and politically, and demand for our classes and activities remains high. Yet our core mission is consistent, as EFA works to support migrants in the UK to gain the language, skills and networks they need to change their lives and communities for the better. Following an engaging strategy day in July 2025, led by the executive team, and involving staff, trustees, participants and volunteers, in which we reviewed EFA's journey and current strategy and discussed what we collectively wanted to preserve and where we would be open to changes in direction, we are now working on finalising an updated strategy for the next period to enable EFA to continue working towards this mission.*

*Going into 2025-2026, EFA has 12 permanent members of staff, including nine Teachers-Organisers, alongside our Operations Lead, Fundraising and Communications Lead and Partnerships Executive. In addition, we are grateful to colleagues who support with vital activities including provision of creche services to EFA classes and management of the walk and talk activities. The trustees would also like to extend their thanks to the team of 31 volunteers who continue to provide valuable support to the teachers, and bring new ideas and energy into the organisation, contributing much to the achievements of EFA in the past year. We continue with the model of an executive team, rather than a single chief executive. During 2024-2025 the executive team was made up of two members (Adela Belecova and Dermot Bryers) with plans to expand to three members in 2025-2026.*

*The past year has been one of change for the Trustee Board at EFA. We said goodbye to four trustees who stepped back from the Board, and launched a recruitment drive for three new Trustees, including a replacement Treasurer. We are excited to welcome three new members to the Board from August 2025, each of whom bring fresh perspectives and new skills to the trustee group, and extend our deep gratitude to the four departing members for all their contributions to EFA over many years. As we manage this change at Board level, we hope to build on the 2024-2025 work undertaken on governance improvement and strengthening our collaborative decision-making approach. Looking ahead, we*

## **EFA London Trustees' report**

*remain committed to further diversifying our governance structures, and bringing in a wide range of perspectives and expertise to help guide EFA in this ever-changing landscape.*

---

### **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 2024:** Discussion on EFA decision-making processes and role of the Board
- **January 2025:** Review of EFA risk matrix and key EFA policies
- **April 2025:** EFA Strategy and plans for strategy refresh
- **July 2025:** Review of the year and preparation for Annual Report

### **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**

Last year the Board agreed a new reserves policy to cover unforeseen events and uncertainties in funding to cover 3-9 months of approximate running costs. In the case that reserves either rise above 6 months or fall below 4 months, for a period of longer than 30 days, it is EFA policy to notify the Board in order to support strategic decision-making. At the end of July 2025, total reserves amounted to £241,516 which equates to approximately 6 months of core running costs. This is the mid-range of our policy. 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).

**EFA London**  
**Trustees' report**

**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.

Approved by the trustees of the charity on 10 April 2026 and signed on its behalf by:



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 ICAEW, which is one of the listed bodies.

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

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

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  
Field Sullivan Limited  
9 Hare & Billet  
Blackheath  
SE3 ORB

Date: 15/4/24



**EFA London**  
**Statement of Financial Activities for the Year Ended 31 July 2025**  
**(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	129,513	282,115	411,628	153,301	231,351	384,652
Charitable activities	4	149,763	-	149,763	69,203	-	69,203
Investment income	5	2,917	-	2,917	2,408	-	2,408
Total income		<u>282,193</u>	<u>282,115</u>	<u>564,308</u>	<u>224,912</u>	<u>231,351</u>	<u>456,263</u>
<b>Expenditure on:</b>							
Charitable activities	6	<u>(282,826)</u>	<u>(248,293)</u>	<u>(531,119)</u>	<u>(161,924)</u>	<u>(226,530)</u>	<u>(388,454)</u>
Total expenditure		<u>(282,826)</u>	<u>(248,293)</u>	<u>(531,119)</u>	<u>(161,924)</u>	<u>(226,530)</u>	<u>(388,454)</u>
Net movement in funds		(633)	33,822	33,189	62,988	4,821	67,809
<b>Reconciliation of funds</b>							
Total funds brought forward		<u>242,149</u>	<u>61,508</u>	<u>303,657</u>	<u>179,161</u>	<u>56,687</u>	<u>235,848</u>
Total funds carried forward	16	<u>241,516</u>	<u>95,330</u>	<u>336,846</u>	<u>242,149</u>	<u>61,508</u>	<u>303,657</u>

All of the charity's activities derive from continuing operations during the above two periods.  
The funds breakdown for 2024 is shown in note 16.

**EFA London**  
**(Registration number: 06909738)**  
**Balance Sheet as at 31 July 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	1,731	2,766
<b>Current assets</b>			
Debtors	13	38,162	9,725
Cash at bank and in hand		<u>327,374</u>	<u>303,994</u>
		365,536	313,719
<b>Creditors: Amounts falling due within one year</b>	14	<u>(30,421)</u>	<u>(12,828)</u>
<b>Net current assets</b>		<u>335,115</u>	<u>300,891</u>
<b>Net assets</b>		<u>336,846</u>	<u>303,657</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		95,330	61,508
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>241,516</u>	<u>242,149</u>
<b>Total funds</b>	16	<u>336,846</u>	<u>303,657</u>

For the financial year ending 31 July 2025 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 47 were approved by the trustees, and authorised for issue on 10 April 2026 and signed on their behalf by:



.....  
Melanie Cooke  
Trustee

The notes on pages 34 to 47 form an integral part of these financial statements.

**EFA London**

**Statement of Cash Flows for the Year Ended 31 July 2025**

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash income		33,189	67,809
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		2,211	1,917
Investment income	5	<u>(2,917)</u>	<u>(2,408)</u>
		32,483	67,318
<b>Working capital adjustments</b>			
(Increase)/decrease in debtors	13	(28,437)	11,924
Increase/(decrease) in creditors	14	7,126	(3,941)
Increase in deferred income		<u>10,467</u>	<u>-</u>
Net cash flows from operating activities		<u>21,639</u>	<u>75,301</u>
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	2,917	2,408
Purchase of tangible fixed assets	12	(1,176)	(84)
Sale of tangible fixed assets		<u>-</u>	<u>1,304</u>
Net cash flows from investing activities		<u>1,741</u>	<u>3,628</u>
Net increase in cash and cash equivalents		23,380	78,929
Cash and cash equivalents at 1 August		<u>303,994</u>	<u>225,065</u>
Cash and cash equivalents at 31 July		<u>327,374</u>	<u>303,994</u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 34 to 47 form an integral part of these financial statements.

## **EFA London**

### **Notes to the Financial Statements for the Year Ended 31 July 2025**

#### **1 Charity status**

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

The address of its registered office is:

110 Hassocks Road  
London  
SW16 5EZ

These financial statements were authorised for issue by the trustees on 10 April 2026.

#### **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 2025**

#### **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.

#### ***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.

## **EFA London**

### **Notes to the Financial Statements for the Year Ended 31 July 2025**

#### ***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 £500.00 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.

## **EFA London**

### **Notes to the Financial Statements for the Year Ended 31 July 2025**

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **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.

#### **Pensions and other post retirement obligations**

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

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

## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

#### 3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies;				
Donations and legacies	2,976	-	2,976	3,751
Gift aid reclaimed	55	-	55	67
Grants, including capital grants;				
The Henry Smith Charity	-	60,000	60,000	60,000
City Bridge Foundation	6,250	-	6,250	12,150
United Saint Saviour's Charity	-	1,667	1,667	18,333
People's Health Trust	-	33,838	33,838	17,607
The Peckham Settlement	-	2,998	2,998	-
Walcot Foundation	-	29,352	29,352	24,714
Allen & Overy Foundation	9,955	-	9,955	-
The Stef Philips Foundation	-	2,000	2,000	-
The London Community Fund	-	9,962	9,962	-
Wakefield and Tetley Trust	-	5,000	5,000	-
Groundwork London - Greenwich	-	18,136	18,136	4,969
Hackney Parochial Charities	-	6,111	6,111	-
The National Lottery Community Fund	-	-	-	20,000
WF Southall Trust	-	3,000	3,000	3,000
Wandsworth Council	-	9,050	9,050	-
Garfield Weston Foundation	-	-	-	30,000
AB Charitable Trust	40,000	-	40,000	-
The Mercers' Company	-	-	-	30,000
London Legacy Development Corporation	-	-	-	13,538
Hackney Council	-	500	500	9,939
Erasmus Plus - COFA	-	24,266	24,266	18,022
Citizens UK	-	1,600	1,600	-
Migrant Help	-	-	-	4,998
Greater London Authority	-	39,635	39,635	26,309
Thomas Wall Trust	-	5,000	5,000	5,000
Society of the Holy Child Jesus	-	-	-	15,000
The Disrupt Foundation	-	20,000	20,000	9,922
Souter Charitable Trust	3,000	-	3,000	2,595
Govia Thameslink Railway	-	10,000	10,000	-
The Big Red Kick	-	-	-	500



**EFA London**

**Notes to the Financial Statements for the Year Ended 31 July 2025**

	<b>Unrestricted funds General £</b>	<b>Restricted funds £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Schroder Charity Trust	-	-	-	5,000
KeolisAmey Dockland Community Fund	1,667	-	1,667	6,668
Gifts in kind	65,610	-	65,610	42,570
	<u>129,513</u>	<u>282,115</u>	<u>411,628</u>	<u>384,652</u>

**4 Income from charitable activities**

	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Courses and classes	61,256	30,890
Contractual income	88,507	38,313
	<u>149,763</u>	<u>69,203</u>

**5 Investment income**

	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Interest receivable and similar income;		
Interest receivable on bank deposits	<u>2,917</u>	<u>2,408</u>

## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

#### 6 Expenditure on charitable activities

	Total 2025 £	Total 2024 £
Consultants fees and creche support	10,092	27,492
Fundraising costs	1,339	-
Staff training	2,637	2,388
Staff welfare	1,363	2,371
Books, course materials and other project costs	22,488	6,551
Subscriptions	1,254	-
Depreciation of office equipment	2,211	1,917
Staff costs	437,755	312,042
Support costs	51,980	35,693
	<u>531,119</u>	<u>388,454</u>

In addition to the expenditure analysed above, there are also support costs of £51,980 (2024 - £35,693) which relate directly to charitable activities. See note 7 for further details.

#### 7 Analysis of support costs

##### Support costs

	Total 2025 £	Total 2024 £
(Profit)/loss on disposal of tangible fixed assets	-	(317)
Rent and rates	3,155	4,398
Room costs gifted in kind	38,250	17,280
Insurance	205	446
Printing, postage and stationery	-	786
Sundries	839	48
Travel, trips and refreshments	999	6,008
Independent examination	2,778	2,640
Computer software and maintenance costs	5,754	4,404
	<u>51,980</u>	<u>35,693</u>

**EFA London**  
**Notes to the Financial Statements for the Year Ended 31 July 2025**

**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:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Staff costs during the year were:</b>		
Wages and salaries	360,248	253,123
Social security costs	28,542	18,752
Pension costs	21,605	14,877
Volunteer hours gifted	27,360	25,290
	<u>437,755</u>	<u>312,042</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:

	<b>2025</b>	<b>2024</b>
	<b>No</b>	<b>No</b>
Charitable activities	<u>9</u>	<u>7</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.

## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 August 2024	7,667	7,667
Additions	<u>1,176</u>	<u>1,176</u>
At 31 July 2025	<u>8,843</u>	<u>8,843</u>
<b>Depreciation</b>		
At 1 August 2024	4,901	4,901
Charge for the year	<u>2,211</u>	<u>2,211</u>
At 31 July 2025	<u>7,112</u>	<u>7,112</u>
<b>Net book value</b>		
At 31 July 2025	<u>1,731</u>	<u>1,731</u>
At 31 July 2024	<u>2,766</u>	<u>2,766</u>

#### 13 Debtors

	2025 £	2024 £
Trade debtors	150	-
Prepayments	3,392	1,924
Accrued income	34,620	7,474
Other debtors	<u>-</u>	<u>327</u>
	<u>38,162</u>	<u>9,725</u>

## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

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

	2025 £	2024 £
Trade creditors	2,753	-
Other taxation and social security	10,359	4,484
Other creditors	3,766	1,941
Accruals	3,076	6,403
Deferred income	10,467	-
	<u>30,421</u>	<u>12,828</u>

	2025 £
Resources deferred in the period	10,467

#### 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 £21,605 (2024 - £14,877).

## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

#### 16 Funds

##### Current year

	Balance at 1 August 2024 £	Incoming resources £	Resources expended £	Balance at 31 July 2025 £
<b>Unrestricted</b>				
<b>General</b>				
General Funds	242,149	282,193	(282,826)	241,516
<b>Restricted</b>				
Greater London Authority	-	39,635	(36,925)	2,710
Thomas Wall Trust	2,083	5,000	(5,000)	2,083
Henry Smith Charity	25,000	60,000	(76,634)	8,366
United Saint Saviour's Charity	-	1,667	(1,667)	-
People's Health Trust	2,491	33,838	(26,544)	9,785
The Peckham Settlement	-	2,998	(2,998)	-
Walcot Foundation	9,767	29,352	(10,531)	28,588
The Stef Philips Foundation	-	2,000	-	2,000
The London Community Fund	-	9,962	(830)	9,132
Wakefield and Tetley	-	5,000	(4,583)	417
Groundwork London	3,033	18,136	(15,330)	5,839
West Hackney Parochial Charity	-	6,111	(6,111)	-
WF Southall Trust	-	3,000	-	3,000
Wandsworth Council	-	9,050	(5,279)	3,771
Hackney Council	-	500	(959)	(459)
Erasmus Plus - COFA	-	24,266	(24,266)	-
Citizens UK	-	1,600	(1,600)	-
The Disrupt Foundation	4,134	20,000	(4,239)	19,895
Society of the Holy Child Jesus	15,000	-	(14,797)	203
Govia Thameslink Railway	-	10,000	(10,000)	-
	<u>61,508</u>	<u>282,115</u>	<u>(248,293)</u>	<u>95,330</u>
<b>Total funds</b>	<u>303,657</u>	<u>564,308</u>	<u>(531,119)</u>	<u>336,846</u>

# EFA London

## Notes to the Financial Statements for the Year Ended 31 July 2025

Previous year

	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Balance at 31 July 2024 £
<b>Unrestricted</b>				
<i>General</i>				
General Funds	179,161	224,912	(161,924)	242,149
<b>Restricted</b>				
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	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
Hackney Parochial Charities	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>
<b>Total funds</b>	<u>235,848</u>	<u>456,263</u>	<u>(388,454)</u>	<u>303,657</u>

## **EFA London**

### **Notes to the Financial Statements for the Year Ended 31 July 2025**

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

Greater London Authority - Towards 'Skills for Londoners Community Outreach' programme.

Thomas Wall Trust - Towards 'Hackney Hub' programme.

Henry Smith Charity - Towards 'Improving Live' project.

United Saint Saviour's Charity - Funding ESOL classes and community organising in Southwark.

People's Health Trust - Towards 'Tower Hamlets Housing Action' project and 'Discrimination and Health' funding.

The Peckham Settlement - Towards ESOL classes and community organising workshops.

Walcot Foundation - Towards 'Learn and Thrive' programme aiming low-income Lambeth residents.

The Stef Philips Foundation - Funds directed to beneficiaries with refugee status.

The London Community Fund - ESOL training sessions for 40 asylum seekers living in Wandsworth.

Wakefield and Tetley - Towards 'Housing Action Group' pilot project in Tower Hamlets.

Groundwork London - Funding 'ESOL on the Move' and 'ESOL for Refuge' projects.

West Hackney Parochial Charity - Towards 'Learn and Thrive' project.

WF Southall Trust - Funds to support the 'Brent' course.

Wandsworth Council - Towards 'Walk and Talk' project.

Hackney Council Funding 'Refugee Week' programme.

Erasmus Plus - COFA - Erasmus Plus - International 'Community Organising for All' research and training programme.

Citizens UK - Towards 'Be Well' programme in Greenwich and Lambeth.

The Disrupt Foundation - To support the charity's 'Tower Hamlets Housing Action Group'.

Society of the Holy Child Jesus - Towards the 'ESOL for Community' programme.

Govia Thameslink Railway - To run 27 week ESOL course and a weekly 'Be Well' hub session in April - December 2024 period.



## EFA London

### Notes to the Financial Statements for the Year Ended 31 July 2025

#### 17 Analysis of net assets between funds

##### Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 31 July 2025 £
Tangible fixed assets	1,731	-	1,731
Current assets	270,206	95,330	365,536
Current liabilities	(30,421)	-	(30,421)
Total net assets	<u>241,516</u>	<u>95,330</u>	<u>336,846</u>

##### Previous 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	(12,828)	-	(12,828)
Total net assets	<u>242,149</u>	<u>61,508</u>	<u>303,657</u>