

The Education Endowment Foundation

**Annual Report and Financial Statements for the year ended
31 March 2025**

Company Registration Number: 07587909

Charity Registration Number: 1142111

Registered Office:

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Contents

Legal and Administrative Information	4
Trustees' Annual Report	5
1. Our purpose	5
2. Our achievements.....	8
3. Our people	12
4. Governance.....	15
5. Safeguarding	18
6. Financial Overview.....	20
7. Risk management	24
8. Looking forward	26
9. Statement of Trustees' responsibilities.....	28
Independent auditor's report to the trustees of The Education Endowment Foundation	30
Financial Statements for the year ended 31 March 2025	36
1. Statement of Financial Activities for the year ended 31 March 2025	36
2. Balance Sheet at 31 March 2025	37
3. Statement of Cash Flows for the year ended 31 March 2025.....	28
4. Notes to the Financial Statements	39

Legal and Administrative Information

The trustees who served during the year and up to the date of the approval of the financial statements were:

Trustees

Dame Christine Gilbert (Chair)
Sarah Breeden
Sir Kevan Collins
Richard Donner (appointed 21 October 2025)
Naomi Eisenstadt
Graham Elton
Sir Peter Gershon (until 4 October 2025)
Lucy Heller
Zoe Lewis (appointed 18 June 2024)
Hanneke Smits
Sonia Thompson

Auditor

Moore Kingston Smith LLP
9 Appold Street
London EC2A 2AP

Banker

CAF Bank Limited
25 King's Hill Ave, King's Hill
West Malling, Kent
ME19 4TA

Solicitors

Freshfields Bruckhaus Deringer
100 Bishopsgate
London EC2P 2SR

Investment advisors

Goldman Sachs Asset Management International
Plumtree Court,
25 Shoe Lane,
London, EC4A 4AU

Bank of New York Mellon
160 Queen Victoria Street,
London, EC4V 4LA

Trustees' Annual Report

1. Our purpose

The EEF is an independent charity dedicated to breaking the link between family income and educational achievement. We do this by supporting early years settings, schools and colleges to make a difference with evidence.

At the Education Endowment Foundation (EEF), we believe that how well you do at school should not be determined by your family's income. That's why we work to transform education outcomes for the children and young people who need it most.

By the time a child born into a low-income family starts school, they are already less likely to meet expected levels of language, communication, and physical development. These attainment gaps widen throughout primary and secondary school, influencing vital education and employment outcomes later in life.

This does not need to be the case. Giving every child – whatever their economic background or where they go to school – access to great teaching is one of the most powerful levers to change this. We believe the best way to improve teaching and learning is to make sure that the education sector has trustworthy and actionable information about how to boost outcomes.

How we work

To make a difference to the education of 2-19-year-olds, our work is focused in three functions:

- **Summarising evidence.** Looking at the global evidence base and presenting it in an actionable way.
- **Building evidence.** Funding the development, rigorous evaluation, and scale-up of programmes and approaches that aim to raise the attainment of children and young people from disadvantaged backgrounds.
- **Putting evidence to use.** Helping the education sector to use evidence in ways that really make a difference.

Public benefit

We work for the public benefit by addressing educational disadvantage. We do this by granting funds to projects that aim to alleviate such disadvantage, by finding out what works to increase attainment and other outcomes, and by disseminating this evidence.

The Trustees and staff are mindful of the Charity Commission's guidance on public benefit when planning future activities and are confident that the Charity's plans meet these requirements.

Our approach to grant-making

Our grant-making focuses on supporting and evaluating projects that are likely to improve the educational outcomes of young people, particularly those from economically disadvantaged background.

We aim to fund, develop and evaluate cost effective and scalable projects that have a measurable positive impact on educational attainment or related outcomes. We promote the use of evidence in the decision-making of schools, early years settings, 16-19 settings, and by other commissioners and policymakers.

All EEF-funded projects are rigorously evaluated by independent experts in educational research. The charity has to date commissioned 436 projects, 226 of which use randomised controlled trials (RCTs) or other methods (such as Quasi-experimental designs), involving over 60% of English schools. When including the larger scale-up programmes (Nuffield Early Language Intervention and the National Tutoring Programme) implemented during COVID, EEF projects have reached 85% of English schools.

We also aim to influence decision-making and spending across the education sector. This includes scaling up effective, replicable projects and building their delivery capacity. We also share insights about what works through the EEF's Research Schools Network, public campaigns, and policy engagement.

To fund new research, the EEF has developed a Research Agenda which identifies particular themes that are selected based on their potential to:

- improve outcomes for disadvantaged pupils;
- address gaps in the evidence base; and
- answer questions of interest to school leaders and teachers.

Research under this agenda includes:

- evaluations of existing programmes;
- Teacher Choices projects – which generate evidence about smaller changes to classroom practices that teachers have control over; and
- School Choices projects – which generate evidence about changes to school-level practices and processes that school leaders have control over.

All programmes funded by the EEF include an associated evaluations at one of five stages:

- Early-stage development - for programmes that need design and development work and will support getting evidence into practice where a programme does not currently exist.
- Pilot – for small-scale programmes that need further refinement and Theory of Change testing.
- Efficacy trials – for well-established programmes that have already been delivered to some extent and are ready for rigorous testing.
- Effectiveness trials – for programmes already delivered at a larger scale and where some programme-level evidence is already available.
- Scale-up – for programmes with strong evidence that are ready to be scaled across the education system.

Efficacy and effectiveness trials are typically conducted as Randomised Controlled Trials (RCTs), but we use other designs to ensure we can answer the most important research questions in most appropriate way. These five stages make up our Programme pipeline, allowing programmes to move through levels as stronger evidence is generated on their efficacy and feasibility.

The EEF usually runs two grant rounds per academic year, aligned with the priority themes in its Research Agenda. Applications are submitted online via the EEF website and are reviewed by our Programmes and/or Evaluation Managers, with external input as needed.

The most promising applications are developed by a Programme and/or Evaluation Manager in collaboration with the applicant, before being put forward to the Trustee Grants Committee in a two-stage process. Final funding decisions for applications over £1 million are made by the EEF Board, based on the Grants Committee's recommendations.

All grant awards are subject to:

- i) A legally binding written agreement with the recipient.
- ii) Regular project reviews at each milestone as set out in the grant agreement.

Under the terms of its agreements with grant recipients, the EEF can withdraw its future funding commitment for a number of specified reasons, including failure to meet agreed milestones.

2. Our achievements

Building evidence

In 2024-25, our new research projects focused on writing, maths, and teacher recruitment and retention.

- We launched 49 new projects, including 15 early-stage development projects, four pilots, 15 trials, and three scale-up projects.
- We had 126 active projects, from those being developed, to those being scaled-up across the country.
- We added nine independent evaluations of randomised trials to the global evidence base.

For more information on our grant expenditure spend and details of our grants, see Note 9. In 2024-25, we reached over 1,000 settings through our Accelerator Fund activity. The Accelerator Fund aims to build the EEF's pipeline of evidence-based programmes, and increase the availability of evidence-based programmes in maths and literacy to schools and settings, with schools and settings in Education Investment Areas being prioritised for the work.

We supported the scaling of three programmes showing promise for the educational attainment of children:

- Maths Champions, which builds the knowledge of nursery practitioners to support children's early mathematical development.
- Embedding Formative Assessment, which aims to improve pupil outcomes by embedding the use of formative assessment strategies across a school,
- Maths Mastery, a whole-school approach that aims to deepen pupils' conceptual understanding of key mathematical concepts.

We also expanded our work in testing approaches rather than just programmes – utilising more innovative design methods. This included tests of school-level approaches to improving Teacher Recruitment and Retention and testing an AI-supported approach to lesson planning.

Summarising evidence

This year, we published updated guidance in two of our most important areas, with revised guidance reports on implementation and on Teaching Assistants. In April 2024, we launched an updated version of our flagship guidance report 'A School's Guide to Implementation'. Since

launch the page has had over 184,000 visitors and the guide and its resources have been downloaded over 200,000 times. In March 2025, we launched an updated version of our popular guidance ‘Deployment of Teaching Assistants’ with a key focus on improving the user experience. Since launch, the page has had over 46,000 visitors and the guide and its resources have been downloaded 14,000 times.

We have continued to update our core resources – the Teaching and Learning Toolkit and our Early Years Evidence Store:

- The Teaching and Learning Toolkit received 875,000 views in 2024-25.
- We reviewed 17,000 studies and added 1,000 into the database underpinning the Toolkit.
- The Early Years Evidence Store received 222,000 views.

During the year, we identified several Toolkit strands for additional analysis and exemplification. We are working to develop our Toolkit to include additional analysis on the factors around implementation, as well as greater exemplification and scope for frequently asked questions about the underpinning evidence.

Putting evidence to use

During 2024-25, we used many different methods to support the education sector to use evidence in ways that improve outcomes. These included providing training for other organisations, building local partnerships, and utilising different external communications channels:

- We set-up 25 local evidence partnerships in the year.
- We published over 100 pieces of content that explore how to put evidence into practice.
- Our resources were downloaded 1.4m times.
- 2,000 teachers, in addition to the 60,000 in 2023/24, –from those just starting out to experienced leaders – received professional development that was built on EEF-backed evidence.
- We have supported significant scale-up of well evidenced programmes in areas of the country with greatest need through the Accelerator Fund (see above).

Our work to put evidence to use in schools focused on:

- **The Research Schools Network.** Our 33 Research Schools promote the use of evidence through communications, active training and advocacy. This provides a diverse range of exemplification that schools across the country can relate to and apply based on their own contexts.

- **Building strong regional partnerships.** We work closely with schools, local authorities, and trusts through long-term partnerships to improve teaching practice. These partnerships involve identifying shared challenges and co-developing evidence-based solutions. In 2024-25, we ran 25 such projects.
- **Working with and through others.** We help those who support schools - such as teacher trainers and education leaders - use evidence more effectively. In 2024-25, this included our 'evidence guardianship' role to support large scale policy initiatives, overseeing the content and quality of national offers for teacher training and development (such as ITT, ECF, and NPQs¹) to align them with research. We have also offered targeted support to help build organisational capacity and expertise for using evidence to tackle education inequality. Tailored resources are published on our website, particularly around our updated implementation guidance.

In early years, we enhanced the sector's use of evidence by:

- **Supporting policy development.** We worked with the Department for Education's early years team to help shape their bid to expand the Early Years Pupil Premium, which was announced in March 2025.
- **Providing practical guidance.** In March 2025, we published a 'Guide to the Early Years Pupil Premium' to support early years settings to use their increased funding in ways that have the biggest possible impact on learning and development.

Our mobilisation activity in 16-19 is at an earlier stage of development, but this year we have begun scoping an approach to evidence partnership to support colleges across the countries to put evidence into practice. We expect to launch the partnership in autumn 2025.

Working in partnership

Building global evidence partnerships

We support a global network of organisations dedicated to improving education equity through better use of evidence. Our international work supports our work in England through increasing available evidence for the Teaching and Learning Toolkit and guidance reports; reducing capacity costs in synthesis work; providing peer learning opportunities on evidence generation and use and increasing EEF's brand as the leading example of evidence brokerage

¹ ITT: Initial Teacher Training

ECF: Early Careers Framework

NPQs: National Professional Qualifications

internationally.

This year was the seventh and final year of our partnership with BHP Foundation. All key targets for the projects have been achieved, with activities linked to summarising, building, and putting to use evidence in Latin America, in the Chad basin, in Australia and in Jordan, amongst others over seven years.

This year we developed and signed a partnership with the Robertson Trust. As part of this work, the EEF will support with the translation and contextualisation of key resources on a Scotland specific evidence website, alongside working with regional advocates and a Scotland lead to demonstrate the value of evidence-informed practice within the Scottish education system. We also signed a new agreement to license and contextualise the Teaching and Learning toolkit to Institute Badań Edukacyjnych (IBE)² in Poland. The work will mostly take place in 2025-26.

² Institute Badań Edukacyjnych (IBE) or Education Research Institute

3. Our people

Developing our culture and investing in our people

Developing our culture and investing in our people remain central to achieving our strategic priorities. We are committed to being a great place to work by building an agile, flexible, and positive organisation where staff enjoy learning, working, and growing, helping us attract and retain talent. In 2024–25, we made continued progress towards this goal.

At the start of the year, the EEF had 101 staff, due to the extension of our work in the early years and 16-19 sectors, this increased to 115 by year-end - an 11.7% growth. This expansion created opportunities for career development for EEF staff, coupled with external recruitment. A new Programme Development and Scale-up team was established, bringing together early-stage programme development, pilot studies, and scale-up evaluations under a single leadership structure.

Internal career progression is supported through a strong focus on learning and development. Officers and administrators benefit from the Officer and Administrator Network, which offers structured training, mentoring, and networking opportunities. All staff have benefited from a renewed performance review process that aligns individual and team performance with the EEF's mission and sets clear learning and development objectives.

To attract external talent, we launched a new careers site, highlighting our positive culture and focus on people, while continuing efforts to enhance inclusive recruitment practices (see Equity, Diversity, and Inclusion section).

In October 2024, we revised our Bullying and Harassment Policy to comply with the Worker Protection Act and incorporated the Equality and Human Rights Commission's eight steps for preventing sexual harassment at work. This included awareness training for all staff, now part of onboarding for new hires. We also implemented revised guidance on holiday pay calculations for atypical workers, ensuring compliance for Research Assistants working variable hours.

Our annual staff survey is a key measure of success. The 2024 survey, launched in October, received a 96% response rate, with improvements since the previous survey in 2023 in all areas (professional development +6 points, working practices +2.4 points, diversity and inclusion +1.9 points). Overall engagement of EEF staff was at 79.5% compared to external benchmark of 73.4%. The Diversity and Inclusion index was at 78.2% compared to a benchmark of 72.3%.

Equity, Diversity and Inclusion

We continue to focus on our Equity, Diversity and Inclusion (EDI) commitments that were

agreed in February 2023.

We further developed transparency around our pay structure by calculating and publishing to staff our gender and ethnicity pay gaps. We reported a median gender pay gap of 5.4%, below the UK average of 14.3%. Our median Ethnicity Pay Gap was 11.2% reducing by 3 percentage points since 2023.

Key management personnel

The key management personnel of the EEF are the Trustees and the Chief Executive, Director of Impact, Director of Research and Director of Finance and Operations.

In July 2024, Prof. Becky Francis, CEO of the EEF, was asked by the Department for Education to lead the Curriculum and Assessment Review for the UK Government in her personal capacity and stepped back from her role as CEO of the EEF as of 6th August 2024. The EEF signed a secondment agreement with the Department for Education and recovers the CEO's salary costs. Since 6th August 2024, the Director of Impact and Director of Research, have taken on the role of co-CEOs with the Director of Finance and Operations providing additional support. The Executive team was supported by the Chair of Trustees who has taken on additional responsibilities as the Executive Chair.

These additional responsibilities as Executive Chair pertain solely to covering part of the Chief Executive role and supporting the co-CEOs. The Executive Chair was remunerated for the additional activities only (see Note 12). The Chair of Trustees responsibilities are not remunerated.

Executive Team

Anne-Laure Bedouet (Director of Finance and Operations),
Prof. Becky Francis CBE (Chief Executive, on secondment to the Department for Education from 6 August 2024),
Chris Paterson (Director of Impact, acting as co-CEO since 6 August 2024),
Emily Yeomans (Director of Research, acting as co-CEO since 6 August 2024), supported by
Dame Christine Gilbert as Executive Chair since 6 August 2024.

EEF Staff Team

The EEF is organised by teams that fall into three directorates: Research, Impact and Finance and Operations:

Research:

- Programmes team: Develops the EEF research agenda and manages funding rounds; assesses applications for grants by delivery organisations for programme evaluations, manages programme delivery over the lifetime of grants; leads guidance report production.
- Programme Development and Scale up team: Focuses on Early-stage pipeline development activities; pilots, regranting and scale up activities – assessing applications for this work and managing delivery over the lifetime of grants.
- Evaluation: Commissions and oversees evaluations of programmes, approaches, and policies – leading to the generation of new evidence. Oversees the EEF’s methodological work, producing best practice guidance for the delivery of our evaluation and research portfolio.

Impact:

- Evidence Synthesis and International team: Systematically synthesises the evidence base to inform guidance reports and the Teaching and Learning Toolkit. Works with partners to support the replication of the EEF model in different countries and build a global evidence ecosystem.
- Evidence Mobilisation team: Delivers the EEF’s regional work, including managing our Research School Network, Stronger Practice Hub work, and the 16-19 College Network. Leads on the cross-organisational implementation of our Early Years work.
- Content and Engagement team: Ensures meaningful input from schools, early years settings and colleges to the work of the EEF. Develops content to provide support to schools to enact evidence-based recommendations.
- Policy team: Engages with policymakers to ensure the evidence underpinning national education policy is high-quality and robust. Leads EEF’s relationship with DfE and other national stakeholders.
- Communications team: Communicates the work of the EEF through external channels, including the website(s), social platforms, digital channels and media.

Finance and Operations:

- Finance and Operations: Finance, HR, IT, Legal, Procurement, Data protection, governance, investment management, Office management
- Philanthropy and Partnerships: Developing and maintaining partnerships with like-minded organisations to further support the EEF’s work and priorities, and to generate a further c. £4m in fundraising income per annum.

4. Governance

Appointment of Trustees

The appointment of Trustees is governed by the governing document of the charity. EEF Trustees are appointed for a term not exceeding four years and trustees may be reappointed for a maximum of one additional term.

Organisational structure and how decisions are made

The EEF Board has the ultimate responsibility for directing the affairs of the EEF, ensuring that it is financially sound, well run, and delivering the charitable outcomes for which it has been set up. The Board comprises the directors of the company who are also the charity Trustees.

The EEF Trustees met four times during the year to review overall strategy and to determine how best to direct the EEF's resources to meet its objectives. An observer from the Department for Education also attends EEF Board meetings but does not have voting rights.

The Trustees have established five committees to support the effective governance of the EEF's operations:

Grants committee

The Grants Committee makes recommendations to the Board on projects to support, including funding for independent evaluations. It shapes grant-making priorities, reviews the project portfolio, and oversees the EEF's scale-up efforts.

Members are: Lucy Heller (Chair), Naomi Eisenstadt and Sonia Thompson. Professor Robert Coe, Director of Research and Evaluation at Evidence Based Education acts as advisor to the Committee.

Finance and fundraising committee

This Committee oversees the management of the EEF's resources. Its responsibilities include:

- Recommending the charity's investment strategy and monitoring fund manager performance.
- Reviewing and recommending the annual budget and long-term cash flow projections.
- Monitoring performance against agreed budgets and cash flow.
- Supporting the development and delivery of the EEF's fundraising strategy.

- Members are: Hanneke Smits (Chair since 5 October 2025), Sir Peter Gershon (Chair until 4 October 2025), Sarah Breeden and Graham Elton. Richard Lamplough, partner at Lancaster Investment acts as advisor to the Committee.

Audit Committee

The Audit Committee oversees the audit of the annual accounts and internal and external audit plans. It monitors the integrity of financial statements, focusing on the effectiveness of the external audit process and internal control systems, and reviews and recommends the risk register to the Board.

Members are: Hanneke Smits (Chair since 5 October 2025), Sir Peter Gershon (Chair until 4 October 2025), Sarah Breeden and Graham Elton. Richard Lamplough, partner at Lancaster Investment acts as advisor to the Committee.

In 2024-25, the EEF conducted a review of its internal auditors. After a competitive tender, BDO LLP was reappointed as internal auditors.

Nominations Committee

This committee supports the Board with the recruitment, induction, and development of trustees.

Members are: Christine Gilbert (Chair), Kevan Collins, Lucy Heller and Hanneke Smits.

Remuneration Committee

The Remuneration Committee provides oversight and scrutiny of remuneration and people policies to ensure alignment with the EEF's strategy and sustainable success. It has delegated responsibility for determining the remuneration and benefits of the CEO and executive team.

Members are: Hanneke Smits (Chair), Kevan Collins, Christine Gilbert and Lucy Heller.

The EEF also has an Evaluation Advisory Group (EAG), which offers the Executive Team advice and guidance on research and evaluation methodologies. It meets as required.

Induction and training of Trustees

As part of their induction, trustees are advised of their legal responsibilities under Charity Law and Company Law, as well as the EEF's decision-making processes and strategic objectives. They receive relevant documentation, including the budget, planned grant expenditures, a current list of research and practical projects, and copies of recent publications and press releases.

New trustees attend induction sessions with members of the Executive Team and are invited to visit work underway around the country. Trustees and Executive Team members are also encouraged to participate in development and training events that support their roles and their interests. All trustees undertake online safeguarding training.

A range of briefings and training on key issues was organised throughout the year. This year, Board members participated in several development sessions to support the review of the current EEF strategy.

Relationships with wider interests and related parties

Transactions with related parties are disclosed in Note 12 and Note 25 to the financial statements.

Trustees and the Executive declare their interests regularly and records are reviewed by the Board annually.

5. Safeguarding

In 2024-25, we have undertaken a comprehensive review of our safeguarding policy and procedures, including consideration of roles and responsibilities, the safeguarding team structure and overall accordance with updated safeguarding legislation and guidance.³ The EEF's approach to safeguarding is that everyone has a responsibility to promote the welfare of all children and adults, to recognise potential harm, and to keep them safe (see Safeguarding definition from [Keeping Children Safe in Education \(2025\)](#)).

The EEF's approach also considers 'adults at risk', the charity's work includes providers of activities which include young adults, such as schools and colleges serving 18- and 19-year-olds. Safeguarding adults means protecting an adult's right to live in safety, free from abuse and neglect. This includes, where appropriate, considering their views, wishes, feelings, and beliefs when deciding on any action, and recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear, or unrealistic about their personal circumstances.

Generally, EEF staff do not work directly with children. However, we fund, influence, and evaluate work with children in early years settings, schools, and colleges across England. EEF staff and others may also visit projects as part of our monitoring and dissemination activities. As an organisation with influence over activities involving children, we have a responsibility to promote their safety and wellbeing.

Therefore, all EEF staff are provided with annual safeguarding training to recognise indicators of abuse, neglect, and exploitation, understanding that children can be at risk of harm inside and outside of education settings, inside and outside of home, and online. In addition, all EEF staff undergo a basic DBS check as part of their appointment, and safeguarding due diligence is conducted with all external partners, sub-contractors, grantees, evaluators, and consultants. The EEF's safeguarding principles are underpinned by the belief that:

- Everyone, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have an equal right to be safe and should be protected from all types of harm or abuse.
- Our work should enhance and never detract from the safety and wellbeing of children and vulnerable adults, including by promoting equity and reducing discrimination.
- All staff who come into contact with children and vulnerable adults have a duty to remain alert to their needs and any risks of harm.
- It is better to help children as early as possible, before issues escalate and become more damaging.

³ The EEF safeguarding policy was agreed at the Board meeting on 1 July 2025.

- Children and families are best supported and protected when there is a coordinated response from all relevant organisations and agencies.
- All EEF staff have a responsibility to report concerns about any child or vulnerable adult to the relevant authorities.
- All EEF staff should be informed of the appropriate processes for reporting any concerns they may have about the wellbeing and safety of a child or adult.

Trustees hold the ultimate legal responsibility for all EEF activities, including the protection of the charity's reputation and values. In 2024-25, they revised the policy emphasising they ensure that robust safeguarding management and reporting processes are in place by:

- ensuring safeguarding policies, procedures and measures are fit for purpose and up to date, including noting updates and approving on an annual basis;
- supporting the development of an organisational culture that promotes effective safeguarding practices;
- agreeing the contents of a risk register relevant for the activities of EEF;
- ensure effective reporting and auditing processes are in place and that these are regularly reviewed;
- receiving an annual safeguarding report from the Designated Safeguarding Leads;
- ensuring adequate resources are available for effective safeguarding training across the organisation;
- organising and implementing safeguarding plans; and,
- designating a lead trustee for safeguarding and child protection.

The CEOs have ultimate responsibility for ensuring safeguarding at the EEF is well-managed. Part of the changes agreed mean that two Designated Safeguarding Leads (DSLs) have been appointed who hold lead responsibility for safeguarding: one on the Executive team ensuring that senior management understand the importance of safeguarding and are aware of any incidents or urgent issues; and one responsible for ensuring that the EEF's safeguarding policy and procedures are translated into the day-to-day operations of the EEF. They are supported by Deputy DSLs. The two DSLs have responsibility for safeguarding and child protection across the EEF. As the two primary points of contact, they work closely with the Designated Safeguarding Team to:

- keep EEF's policy and procedures under review;
- support staff, especially through ensuring the provision of effective training;
- assess concerns;
- make referrals; and,
- maintain records.

6. Financial Overview

Financial review

In the financial year under review, total income from donations, legacies, trading activities, and investments was £52.4 million (2024: £17.6 million).

This included a £40 million grant from the Department for Education to expand our 16–19 activity, and an £8 million grant for our Accelerator Fund programmes. By comparison, last year's income included an £8.4 million grant from the Department for Education for the Accelerator Fund and a £3.9 million grant from XTX Markets.

Total expenditure for the year was £32.2 million (2024: £30.2 million).

At 31 March 2025, total funds stood at £203.7 million (2024: £178 million), comprising:

- £197.9 million unrestricted (2024: £171.8 million)
- £5.8 million restricted (2024: £6.2 million)

Investment performance

In 2024-25, our invested portfolio continued to be invested as follows:

- 10% in cash
- 45% in UK gilts
- 45% in an ESG-enhanced multi-asset balanced portfolio (c. 50% equities and 50% fixed income).

At year-end, the portfolio was valued at £220.4 million, compared to £196.3 million in the previous year. In 2024-5, we received £40 million from the Department for Education to expand support for 16–19 learners. These funds were invested in line with our investment strategy.

The movement in value for the 2024-25 year reflects:

- The £40 million received from the Department for Education.
- Withdrawals of £21 million to fund grants, evaluations, and operating expenses.
- Investment income of £0.1 million.
- Investment costs of £0.4 million.
- A revaluation gain of £5.4 million.

The portfolio gained £6.1 million in the first half of the financial year, driven by steady revaluation gains from May 2024 onwards. Part of this growth was reversed in late 2024 and the first quarter of 2025. Overall gains in 2024 were supported by strong economic conditions in the US, continued low inflation in Europe, and monetary easing in major developed markets,

including a rate cut by the US Federal Reserve in September 2024. However, volatility caused by new US tariffs in early 2025 contributed to an investment loss during that quarter.

The overall return on the portfolio since inception in June 2011 has been an annualised rate of 3.83% per annum net of fees. The portfolio risks were reviewed throughout the year with the portfolio manager including inflation risk, credit risk, and currency risks. They were all assessed as appropriate for the EEF and its long-term objectives.

Fundraising activity

The EEF partners with other funders – including trusts and foundations, corporates, individuals, charities, and public bodies – to help extend the reach of the charity’s work. In 2024-25, the Department for Education and the EEF agreed that 40% of income secured from international partners would be included in fundraising figures.

As of 31 March 2025, the EEF has successfully developed partnerships with 72 organisations, which have contributed a total of £54.4m million in funding towards EEF-approved programmes.

The EEF’s funding partnerships totalled c. £3.5 million during the financial year. These contributions fell into four categories:

- Direct income to the EEF: £0.8 million
- Legacy gift: £0.1 million
- Pro bono donations: approximately £1.6 million, including legal advice and consultancy from Freshfields and consultancy support from Bain & Co. (see Note 3 for further details)
- Shared funding of EEF-supported programmes and activities: £1 million contributed by other funders, grantees, and partners

Direct donations and pro bono donations are recorded in the financial statements, whereas shared funding is not; this goes directly to EEF-funded programmes.

Grants from the Department for Education and contributions to projects from schools are excluded from these figures.

The Trustees acknowledge their grateful thanks to all those organisations contributing to the EEF’s work.

The charity is registered with the Fundraising Regulator. No complaints have been received in the year in relation to the charity’s fundraising activities. The EEF does not fundraise from the general public.

Reserves policy

In accordance with the policy adopted since the establishment of the EEF, the initial endowment grant of £125 million from the Department for Education, the re-endowment of £137 million, and the grant of £40 million received this financial year are treated as an unrestricted reserve. The unrestricted fund reserves as at the year-end were £197.9 million. The Trustees regard unrestricted funding as available to support activities that advance the EEF's charitable objectives including grant-making spend, necessary support and governance costs.

On a regular basis, the Trustees review the investment strategy and performance of the funding pool along with projections of future grant and operating expense commitments. Accordingly, the Trustees consider that the current level of free reserves (general unrestricted funds less fixed assets) of £197.3 million forms a pool available for supporting EEF activities to 2032 - as stipulated in the terms of the re-endowment grant.

The restricted fund reserves as at the year-end were £5.8 million (see detail in Note 22).

Investment policy

Introduction

The Trustees hold broad investment powers, including the ability to delegate investment management to firms authorised by the Financial Conduct Authority.

They avoid direct investment in companies primarily involved in arms, gaming and gambling, pornography, or tobacco products and services. For collective or pooled investment funds, Trustees instruct fund managers to monitor exposure to such companies and report quarterly on any holdings.

The EEF's assets are intended to support the EEF's activities to at least 2032, including its grant-making activities and operating costs.

The EEF team, with Trustees' guidance have developed a cash flow profile of the endowment over this time period including expected expenditure to support operations and grant making. These projections are kept under annual review and revised as appropriate. This cash flow profile informs the EEF's investment policy.

Investment objectives

The EEF's investment objectives are designed to meet the grant making activities and to support its operations within an agreed framework. The objectives are kept under review and adjusted in line with market performance developments as well as the evolving strategy.

The current investment objectives are:

- to ensure a reasonable match between the cash flows from the assets in the portfolio and the EEF's planned spending schedule;
- to maximise potential spending power while remaining consistent with the low-risk appetite of this investment policy.

Because the spending schedule may change over time, cash flow matching will not be exact. The Trustees therefore oversee adjustments as needed and work closely with investment managers to regularly review the schedule, ensuring assets and liabilities remain aligned within reasonable tolerances.

Contributions, distributions and income

It is possible that additional contributions may be added to the portfolio if assets raised through fundraising activities exceed the spending rate.

Distributions will be made regularly out of both income and capital. There is no specific "income" requirement for the portfolio.

Investment management

In March 2019, Goldman Sachs Asset Management ('GSAM') was appointed as the single portfolio manager. The Trustees have appointed Bank of New York Mellon as custodians of the Goldman Sachs portfolio. The manager has entered into an agreement with the EEF. This agreement includes investment guidelines and parameters ("the mandate") within which the manager will operate with full discretion (ie without requiring prior approval from the Trustees).

Following the confirmation of the re-endowment grant from the Department for Education in 2022, the EEF re-tendered the investment management contract. GSAM was re-appointed as the single portfolio manager of EEF's re-endowed portfolio. The Trustees review the manager and its mandate periodically in line with their responsibilities. The manager is expected to reconcile its records with those of the custodian.

Reporting

The Trustees have established regular and appropriate reporting arrangements with the manager and custodian. There are monthly reports from, and quarterly meetings with, the manager and custodian. The Trustees can convene ad hoc meetings as and when required.

Review of investment policy statement

The Trustees review the Investment Policy Statement annually, or more frequently if changes in circumstances, objectives, or other relevant factors make it necessary.

7. Risk management

EEF's risk management strategy encompasses:

- ongoing review of risks arising throughout the year through a detailed quarterly report by the Executive;
- compiling and reviewing a risk register through the Audit Committee and the Board of Trustees;
- the establishment of systems and procedures to mitigate those risks identified in the plan; and,
- the implementation of procedures designed to minimise, where appropriate, any potential impact on the EEF should those risks materialise.

The trustees have appointed internal auditors (BDO LLP) to review the effectiveness of the charity's financial controls and to help the trustees and management identify and assess risks to the charity.

Following planning sessions with the Audit Committee and management, it was agreed that the internal auditors carry out four audits each year. These reviews focus on the charity's key risks, providing advice on how they should be monitored and managed, while also assessing the effectiveness of internal controls.

The most significant risks identified during the 2024-25 financial year were:

Research does not meet expected standards to forward the charity's objectives (e.g. trials fail or are late, results are insecure, organisations lose confidence in the work).

Mitigation strategies:

- Robust selection and monitoring processes of projects.
- A sharp focus on lessons learned from previous trials.
- Clear Quality Assurance standards and processes.
- External experts as needed.
- Ensuring the EEF research agenda is mission-aligned and focused on key leverage points for disadvantaged children and young people.

Research in new phases – the early years and 16-19 – faces challenges to recruitment, which affects sample sizes and outcome measures.

Mitigation strategies:

- Clear engagement and recruitment plans to ensure research aligns

with sector interests and opportunities to take part are advertised clearly.

- Exploration of alternative design and methods to overcome sample size issues such as Quasi Experimental Designs (QEDs) and individual pupil or student-level randomization.
- Scoping of specific outcome measures for the early years and 16-19 sectors.

Messages from research and Promising Programmes fail to influence the education system.

Mitigation strategies:

- Monitor the effectiveness of the regional strategy, incorporating:
 - a) learnings from the completion of the last regional strategy, focusing on in-depth partnerships centred on strategies to use the best evidence available.
 - b) learnings from the overarching evaluation of the Accelerator Fund activity.

8. Looking forward

In the upcoming financial year, we plan to publish a revision to the EEF strategy outlining our vision for the next 10 years, including our specific priorities for the next three years as part of our approach to implementation. Our strategy remains centred around our foundations: summarising, building and putting evidence to use.

Our plan for these three pillars for the upcoming year includes the following:

Building the evidence

We will develop and publish a three-year strategic Research Agenda, engaging with practice and research to identify the most salient issues for supporting disadvantaged children and young people. We will ensure that the evidence we build can be used easily by practitioners.

We will continue to build the evidence both on effective day to day approaches in settings and in the classroom, as well as effective programmes that support economically disadvantaged children and young people. To enable this, we will continue to diversify our research designs and methods across early years, schools and 16 to 19 settings. We will also invest in deepening our understanding of effective evidence mobilisation strategies.

We will seek to work with others to generate more evidence in a faster way (see working in partnership section below).

Summarising the evidence

We will issue an update to one of our most used guidance reports – metacognition – providing additional information on best practice within metacognition interventions with an enhanced emphasis on implementation and exemplification of practice.

We will have an enhanced emphasis on improving the direct usability of our resources to more effectively support practitioners. We will continue to update our Teaching and Learning Toolkit and Early Years Evidence Store by adding hundreds of new studies and ensuring that they contain the latest evidence – and we will explicitly consult with practitioners to increase the usefulness of the Toolkit.

In the 16-19 sector, we will publish the 16-19 Professional Development guidance report in Autumn 2025 as the first guidance report created for this sector.

Across phases, we will work in partnership to accelerate living evidence synthesis using Artificial Intelligence to summarise evidence with a view to generate more rapid and rigorous

recommendations for policymakers globally.

Putting the evidence to use

We will continue delivery of our current regional mobilisation strategy, focusing on in-depth bespoke, intensive two-year programme of support partnerships to schools and middle-tier actors in the sector.

We will continue and will extend our impact working with aligned policy activity – including our evidence guardianship function in relation to ITT, ECF and NPQs ⁴ (and potentially other connected activity as it develops in the context of the forthcoming Schools White Paper). We will place a significant emphasis on both enhancing our understanding of how users access and implement EEF evidence – and in turn adapt and improve the way we develop, design and present our evidence. As part of this, we will undertake significant activity to improve user accessibility, including undertaking a full website rebuild.

In the Early Years sector, we will continue to play a role as Evidence Partner to the Department for Education’s Stronger Practice Hubs (SPH) programme now extended until at least April 2026. Following the announcement by the government of an uplift in the Early Years Pupil Premium (EYPP), the EEF will continue to leverage this policy opportunity and the publication of the ‘Guide to Early Years Pupil Premium’ for settings, to encourage effective use of the guide, in particular by local authorities, nursery chains and Stronger Practice Hubs.

In the 16-19 sector, we plan the launch of a 16-19 evidence partnership, which will focus on supporting colleges – both general Further Education and sixth form – to access, understand, and apply research evidence within their teaching and learning. We will exemplify the evidence in context within a range of communities, across different regions and settings, and within technical, vocational and academic provision.

Working in partnership – Building global evidence partnerships

We will continue to support a global network of organisations dedicated to improving education equity through better use of evidence. Our activity in the coming year will include a partnership in Scotland with the Robertson Trust, which focuses on contextualising, summarising and putting the evidence to use in Scotland.

⁴ ITT: Initial Teacher Training

ECF: Early Careers Framework

NPQs: National Professional Qualifications

9. Statement of Trustees' responsibilities

The Trustees (who are also directors of The Education Endowment Foundation for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of 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 apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102); make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

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.

Disclosure of information to auditor

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable

- company's auditor is unaware;
the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

Moore Kingston Smith LLP were re-appointed as auditor for the period under review and have indicated their willingness to continue in office.

This report, including the strategic report was approved and signed on behalf of the board by:

Christine Gilbert

Christine Gilbert (Nov 2, 2025, 6:39pm)

Dame Christine Gilbert, Chair

Date: 02 Nov 2025

Independent auditor's report to the trustees of The Education Endowment Foundation

Opinion

We have audited the financial statements of The Education Endowment Foundation ('the company' for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of financial statements section of our report. We are independent of the Charitable Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report and incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report and incorporated strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 29, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not

accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP.

James Saunders (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
9 Appold Street
London
EC2A 2AP

Date: 03/11/2025

The Education Endowment Foundation
Statement of Financial Activities
for the year ended 31 March 2025

	Note	Unrestricted fund £	Restricted fund £	2025 total £	2024 total £
Income from:					
Donations and legacies	3	41,661,566	10,040,137	51,701,703	17,214,243
Trading activities	4	525,905	-	525,905	287,906
Investments	5	153,645	-	153,645	137,687
Total Income		42,341,116	10,040,137	52,381,253	17,639,836
Expenditure on:					
Raising funds					
Fundraising expenditure	6	102,760	-	102,760	184,319
Investment management	6	536,318	-	536,318	486,607
		639,078	-	639,078	670,926
Charitable activities	7	21,106,219	10,424,142	31,530,361	29,558,640
Total Expenditure		21,745,297	10,424,142	32,169,439	30,229,566
Net gains/(losses) on investments		5,445,968	-	5,445,968	12,979,700
Transfers between funds		13,590	(13,590)	-	-
Net movement in funds		26,055,377	(397,595)	25,657,782	389,970
Reconciliation of funds	23				
Balances at 1 April 2024		171,798,929	6,206,490	178,005,419	177,615,449
Balances at 31 March 2025		197,854,306	5,808,895	203,663,201	178,005,419

The statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 39 to 52 form part of these financial statements.

The Education Endowment Foundation
Balance Sheet
as at 31 March 2025

		2025		2024
		£	£	£
Fixed assets				
Tangible Fixed Assets	14		526,432	498,604
Investments	15		<u>220,387,052</u>	<u>196,346,187</u>
			220,913,484	196,844,791
Current assets				
Debtors falling due after one year	17	2,710,240		-
Debtors falling due within one year	17	3,690,015	5,917,824	
Cash at bank and in hand		<u>889,460</u>	<u>584,283</u>	
		7,289,715	6,502,107	
Creditors: amounts falling due within one year	18	<u>(20,600,676)</u>	<u>(20,023,955)</u>	
Net current assets/(liabilities)			(13,310,961)	(13,521,848)
Creditors: amounts falling due over one year	18		(3,939,322)	(5,317,524)
Net assets			<u>203,663,201</u>	<u>178,005,419</u>
Funds				
Restricted funds	22	5,808,895		6,206,490
Unrestricted funds	22 + 23	197,854,306		171,798,929
			<u>203,663,201</u>	<u>178,005,419</u>

The financial statements were approved by the Board and authorised for issue, on 2nd November 2025 and signed on their behalf by:

Christine Gilbert

Christine Gilbert (Nov 2, 2025, 6:39pm)

Dame Christine Gilbert, Chair
Trustee

Date
02 Nov 2025

Company registration number: 07587909

The Education Endowment Foundation
Statement of Cash Flows
for the year ended 31 March 2025

Note	2025 £	2024 £
Net cash provided by operating activities	19,007,452	(14,897,864)
Cash flows from investing activities:		
Purchase of tangible fixed assets	(261,022)	(324,684)
Purchase of investments	(77,065,619)	-
Proceeds on disposal of investments	58,470,722	13,368,763
Proceeds on disposal of tangible fixed assets	-	7,187
Interest received	153,645	137,687
Net cash (provided by)/used in investing activities	(18,702,275)	13,188,953
Net increase/(decrease) in cash and cash equivalents	305,177	(1,708,912)
Cash and cash equivalents at the beginning of the year	584,283	2,293,194
Cash and cash equivalents at end of year	889,460	584,283

Cash generated from operations	2025 £	2024 £
Surplus/(Deficit) for the year	25,657,782	389,970
Adjustment for:		
Investment income recognised in statement of financial activities	(153,645)	(137,687)
Fair value gains and losses on investments	(5,445,968)	(12,979,700)
Depreciation and impairment of tangible fixed assets	233,193	209,280
Movement in working capital:		
(Increase)/decrease in debtors	(482,431)	(2,007,647)
(decrease)/increase in creditors	257,298	(491,484)
Increase/(decrease) in deferred income	(1,058,778)	119,404
Net cash provided by operating activities	19,007,452	(14,897,864)

Analysis of cash and cash equivalents	2025 £	2024 £
Cash at bank and in hand	889,460	584,283
Total cash and cash equivalents	889,460	584,283

Analysis of changes in net debt	As at 1 April 2024 £	Cash-flows £	As at 31 March 2025 £
Cash at bank and in hand	584,283	305,177	889,460
Total	584,283	305,177	889,460

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

Accounting Policies

1 Charity Information

The Education Endowment Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 5th Floor, Millbank Tower, 21-24 Millbank, London, SW1P 4QP.

In the event of the charitable company being wound up each of the members have agreed to contribute up to £1 each towards:

- payment of those debts and liabilities of the charity incurred;
- payment of the costs, charges and expenses of winding up; and
- the adjustment of rights of contributors among themselves.

2 Accounting convention

Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements. The financial statements have been prepared in accordance with the 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 (FRS102), (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Additional information has been provided where this increases understanding of the figures.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The company has taken advantage of the exemption under section 402 of the Companies Act 2006 not to prepare consolidated accounts, on the basis that the subsidiary's results are immaterial to the results of the group.

The following accounting policies have been applied consistently during the current and previous year except as defined below:

Going concern

The Trustees have assessed whether the use of going concern is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the group to continue as a going concern.

Having reviewed forecasts prepared by management for a period of at least 12 months from the approval of the financial statements, the Trustees are confident that the charity will continue to meet its obligations as they fall due and that, therefore the going concern basis continues to be appropriate.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

Accounting policies (continued)

Income

All income is recognised in the Statement of Financial Activities once The Education Endowment Foundation has entitlement to the resources and is probable that the resources will be received within The Education Endowment Foundation or on its behalf and the monetary value of the incoming resources can be measured with sufficient reliability.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Grant income is deferred when the grants are received in advance and specified by the donor as relating to specific accounting periods; or alternatively which are subject to conditions which are still to be met and which are outside the control of the charity; or when it is uncertain whether the conditions can or will be met. These are deferred to the period to which they relate and released to incoming resources.

Investment income and associated tax recoverable is accounted for on a receivable basis.

Donated services and facilities are recognised as income and expenditure in the financial statements when companies and individuals offer their professional expertise pro bono. The value of these donated services and facilities to The Education Endowment Foundation is considered to be equal to market value which is based upon the valuation the professional or organisation places upon the time, services and facilities they have provided to The Education Endowment Foundation. All of these amounts are treated as unrestricted donations.

Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the Bank.

Expenditure

Expenditure is accounted for on an accruals basis as a liability is incurred, which is when there is a legal or constructive obligation committing The Education Endowment Foundation to the expenditure. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Raising funds comprise the direct staff costs and other support costs associated with attracting voluntary income.

Investment management costs include the costs of:

- (a) Portfolio management
- (b) Obtaining Investment advice
- (c) Administration of the investments

Costs associated with acquiring and disposing of investments would normally form part of the acquisition cost of the investment or reduce the return on disposals. These costs are therefore not part of the investment management costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both the direct costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees, statutory reporting, legal costs and Trustee expenses linked to the strategic management of the charity.

Overhead and support costs have been allocated first between the cost of generating voluntary income, charitable activity and governance. Where overhead and support costs relating to costs of generating voluntary income and charitable activities cannot be directly allocated, these have been apportioned based on the head count for each activity.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

Accounting policies (continued)

Grants are recognised as expenditure in the year when the charity creates a legal or constructive obligation.

Following approval by the Board of Trustees, all grant awards made are subject to: (i) the recipient entering into a written, legally binding agreement, and (ii) a project review at each milestone as set out in the grant agreement. Under the terms of its agreements with grant recipients, which are considered to be performance related, The Education Endowment Foundation retains the discretion to withdraw its future funding commitment for a number of specified reasons, including failure to meet agreed performance milestones.

An obligation arises, and expenditure is recognised in the financial statements, when a funding agreement has been signed by both parties and evaluations by the charity confirm the milestones set out in the agreement and any other terms and conditions of funding have been satisfactorily met.

Grants payable but unpaid at the balance sheet date are recognised as grant commitments under creditors.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. All assets costing more than £250 are capitalised.

Computer equipment	25-33% straight line
Fixtures and fittings	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Unlisted investments comprise investments in subsidiaries which are measured at cost less impairment.

Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

Financial instruments

The Education Endowment Foundation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Taxation

The Education Endowment Foundation is a registered charity and is exempt from corporation tax on its charitable activities under the provisions of Sections 466-493 of the Corporation Taxes Act 2010.

Leases

Operating lease costs are charged to the Statement of Financial Activities as incurred, on a straight line basis over the term of the lease.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

Accounting policies (continued)

Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense to the Statement of Financial Activities as they fall due.

Critical accounting estimates and judgements

In the application of the charitable company'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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

(i) Location of investment assets

The charity makes an estimate to calculate the level of investment assets held in the UK or overseas. Most asset held as investments are global assets and it requires an element of judgement to determine where the asset is held.

(ii) Useful economic life of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic life and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on future economic utilisation and the physical condition of the assets. See note 14 for the carrying value of tangible fixed assets and the accounting policies for the useful economic lives for each class of asset.

(iii) Gifts in kind

Gifts in kinds are recognised within incoming resources and expenditure at an estimate of the value to the charity of the donated services or goods. Where possible the value of services/goods are confirmed directly with the supplier however in some instances this information is not available and a best estimated is made of the expected cost of such goods based on what the charity would be willing to pay for similar services or goods at a market rate.

(iv) Capitalisation of website costs

Based on historic understanding and relationship with website developers, the development costs are split into two categories: maintenance costs for 30% and capitalised development costs adding significant capabilities and functionalities for 70%.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

3 Donations and legacies	Unrestricted funds	Restricted funds	2025 total	2024 total
	£	£	£	£
Donations and gifts	51,320	-	51,320	13,590
Grants	40,000,000	10,040,137	50,040,137	15,654,256
Donated services	1,610,246	-	1,610,246	1,546,397
	<u>41,661,566</u>	<u>10,040,137</u>	<u>51,701,703</u>	<u>17,214,243</u>
For the year ended 31 March 2024	<u>1,546,396</u>	<u>15,667,847</u>		<u>17,214,243</u>

	Unrestricted funds	Restricted funds	2025 total	2024 total
	£	£	£	£
Grants				
Department for Education	40,000,000	7,982,678	47,982,678	8,431,992
BHP Foundation	-	1,188,337	1,188,337	1,773,055
Cabinet Office	-	176,971	176,971	303,592
HG Foundation	-	80,000	80,000	75,000
SPH Grant	-	122,505	122,505	945,887
XTX Grant	-	-	-	3,900,000
YEF Grant	-	449,460	449,460	224,730
Wellcome Trust	-	40,186	40,186	-
	<u>40,000,000</u>	<u>10,040,137</u>	<u>50,040,137</u>	<u>15,654,256</u>

Donated services	Unrestricted funds	Restricted funds	2025 total	2024 total
	£	£	£	£
Freshfields	440,246	-	440,246	946,397
Bain Co	1,170,000	-	1,170,000	-
BCG	-	-	-	600,000
	<u>1,610,246</u>	<u>-</u>	<u>1,610,246</u>	<u>1,546,397</u>

Donations & Gifts				
Donations	51,320	-	51,320	13,590
	<u>51,320</u>	<u>-</u>	<u>51,320</u>	<u>13,590</u>

4 Income from other trading activities

	2025	2024
	£	£
Licensing of Teaching and Learning Toolkit	525,905	287,906
	<u>525,905</u>	<u>287,906</u>

Licensing of Teaching and Learning Toolkit

Income from trading activities has arisen from the development and licencing of The Education Endowment Foundation resources all of which arose within the rest of the world.

5 Investments

	2025	2024
	£	£
Income from listed investments	131,216	117,844
Interest receivable	22,429	19,843
	<u>153,645</u>	<u>137,687</u>

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

6 Raising funds

	Unrestricted fund	Restricted funds	2025 total	2024 total
	£	£	£	£
<u>Fundraising expenditure</u>				
Legal and professional	808	-	808	2,300
Audit, accountancy and other finance costs	2	-	2	7
Office administration	4,153	-	4,153	5,838
Premises costs	1,883	-	1,883	3,878
Marketing and public relations	4,165	-	4,165	14,624
Staff costs	87,094	-	87,094	142,264
Other staff costs	1,718	-	1,718	8,777
Depreciation	2,937	-	2,937	6,631
	<u>102,760</u>	<u>-</u>	<u>102,760</u>	<u>184,319</u>

	Unrestricted fund	Restricted funds	2025 total	2024 total
	£	£	£	£
<u>Investment management</u>	536,318	-	536,318	486,607
	<u>536,318</u>	<u>-</u>	<u>536,318</u>	<u>486,607</u>

7 Charitable activities

	2025 £	2024 £
Staff costs	-	5,747,570
Social security costs		4,707,990
Other pension costs		600,362
Other staff costs-Travel,recruitment etc		482,322
Donated services		363,483
		289,680
		132,388
		338,071
		<u>1,610,247</u>
		<u>8,454,050</u>
Grant funding of activities (see note 8)	21,799,678	20,791,434
Share of support costs (see note 10)	1,075,977	1,271,898
Share of governance costs (see note 10)	200,656	130,848
	<u>31,530,361</u>	<u>29,558,640</u>
<u>Analysis by fund</u>		
Restricted funds	10,424,142	10,548,464
Unrestricted funds	21,106,219	19,010,176
	<u>31,530,361</u>	<u>29,558,640</u>

8 Grants payable

	2025 £	2024 £
Grants to institutions: See note 9	21,799,678	20,791,434

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

9 Grants to institutions

		2025 £	2024 £
ARK	Mathematics Mastery Scale up AF2	575,860	1,001,280
Bath Spa University	Focus4TAPS	(23,340)	392,492
Behavioural Insights Team	Behavioural Insights Team: BITUP	18,382	403,582
Blessed Edward Bamber Catholic MAT	Thinking Mathematically	(2,950)	52,650
Charles Dickens Primary School	Now:The Charter Schools Educational Trust):Fluency Focus	-	64,620
East London Research School	Maths Through Picture Books Sheringham	-	83,335
eBase	Menstrual Hygiene Management (Efficacy)	85,050	911,899
eBase	Social Emotional Learning (Big Mama)	-	227,189
FFT Education	Reciprocal Reading (re-grant)	201,100	-
Herts For Learning Education	Reading Fluency Project	-	221,975
La Caixa Foundation	Exploding Dots	-	83,885
National Day Nursery Association	Maths Champions scale up AF2 AY23/24	791,635	539,429
National Literacy Trust: ABRA	ABRA	-	411,931
Norland College	Emotion Coaching	-	324,088
Ormiston Academies Trust	Trauma-Informed Short Term Managed Intervention Centres	-	549,034
OxEd and Assessment	Nuffield Early Language Intervention- Nursery (NELI-N)	-	642,887
Oxford Measured	AF2 capability-building support	(6,264)	179,862
Oxford University Press	Early Number with Numicon	-	81,778
Reading Solutions UK	Reading Plus	-	200,775
SSAT	Embedding Formative Assessment scale up AF2	936,958	900,158
SUMMA	Infancio Primero / Crecer Jugando	338,187	59,109
Tutor Trust	Targeted Tutoring Prog for Post-16 GCSE Resit Learners	-	138,988
The OTTO Therapy Club	The OTTO Club	265,550	-
Literacy Tree	Writing Roots	276,091	-
Royal Shakespeare Company	Rehearsal Room Writing	480,384	-
The Literacy Company Ltd	Pathways Literacy	92,375	-
Get Further	Get Further Tutoring Programme	1,097,071	-
Education Training Foundation	Can-Do Maths	198,934	-
Action Tutoring	Action Tutoring	1,323,111	-
CoachBright Charitable Trust	CoachBright Charitable Trust : Peer to-peer Coaching	510,405	-
HFL Education	Making Fluent and Flexible Calculators	188,895	-
National Centre for Excellence in Teaching Mathematics	Specialist Knowledge for Teaching Mathematics	335,844	-
Wingate Community Nursery School	Plan, Do, Review	89,049	-
White Rose Maths	Reception Jigsaw (regrant)	1,038,424	-
Speech and Language UK	Early Talk Boost regrant - Efficacy-	550,896	-
CEI	Scalability Framework	49,932	-
Innovation for Poverty Action	Global Trials Fund	100,000	-
Various other International partners	Global Trials Fund	5,639	-
St James Church School	Sunday times donations	32	-
Elklan	Communication Friendly Settings	13,200	-
Evidence for Learning (Australia)	Grant to maintain Australian evidence into education in Australia	26,667	-
University of Hertfordshire	Primary Science Quality Mark	-	768,606
University of Nottingham	Mastering Mathematics	-	630,575
University of Oxford	Talking Time	-	277,085
University of Oxford	Mathematical Reasoning	13,484	599,736
University of Surrey	SPACE	(84,743)	-
Nottingham Trent University		(25,252)	-
Queen Rania Foundation Let's Read Flue	Global Trial Fund	180,382	-
University College London	Direct Mapping	(85,278)	-
Childrens University	Regrant	(28,210)	-
Oxford Trust	Thinking Doing Talking Science	(4,284)	-
Centre for Literacy in Primary Education	The power of Reading	130,700	-
ImpactED Group	Capability Building	280,109	-
Whizz Education	Maths Whizz	913	245,360
Various organisations	45 Early Stage Programme Development £27,000 - £45,000	558,109	236,259
		<u>10,493,047</u>	<u>10,228,567</u>
Adjustments to grants awarded in previous year		(422,496)	(1,340,007)
Scale up expenditure (research schools, advocacy and guidance reports)		3,191,424	2,240,535
Evaluation and research funding		8,537,703	9,662,339
Total grants, scale up activity and evaluation		<u>21,799,678</u>	<u>20,791,434</u>

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

10 Support costs

	Support Costs	Governance costs	2025 total	2024 total
	£	£	£	£
Staff costs	-	105,791	105,791	55,611
Social security costs	-	7,034	7,034	6,015
Other pension costs	-	4,297	4,297	3,609
Other staff costs-Travel,recruitment etc	-	2,310	2,310	4,024
Office Administration	320,200	5,588	325,788	227,719
Premises costs	145,127	2,533	147,660	151,174
Legal and Professional	62,263	1,087	63,350	89,638
Exchange Gain or Loss	-	-	-	(9,854)
Audit, accountancy and other finance costs	1,114	62,466	63,580	16,284
Accountancy Fees	-	-	-	30,047
Marketing and public relations	320,966	5,601	326,567	570,030
Depreciation	226,307	3,949	230,256	258,449
	<u>1,075,977</u>	<u>200,656</u>	<u>1,276,633</u>	<u>1,402,746</u>

11 Auditor's remuneration

	2025 £	2024 £
Audit of the charity's annual accounts	<u>18,144</u>	<u>17,280</u>
Other audit- related assurance services		
Regularity report	<u>4,080</u>	<u>3,900</u>
Non- Audit services		
All other non-audit services	<u>4,260</u>	<u>4,056</u>
Total Non Audit fees	<u>4,260</u>	<u>4,056</u>

12 Trustees

One trustee received remuneration from the charitable company during the year totalling £39,200 (2024: £nil).

This was for services to the charity to support the executive team and not for the performance of their duties while acting as a trustee, as permitted by the Charity Commission.

There were £776 of trustee expenses in the period under review related to travel costs incurred (2024: £nil).

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

13 Employees

Average monthly number of employees during the year:	2025 number	2024 number
Chief Executive Officer	2	1
Grant making, evaluation and dissemination staff	90	76
Fundraising staff	2	2
Administration and communication staff	13	15
	107	94

The key management personnel of the charity are considered to be the Chief Executive, Director of Finance and Operations, Director of Impact, Director of Research and the Board of Trustees.

The remuneration and employee benefits of key management personnel, amounted to £606,234 in the year under review (2024: £580,849).

Staff costs comprise:	2025 £	2024 £
Salaries & wages	5,927,692	4,884,877
Social security costs	615,347	501,456
Other pension costs	372,591	301,160
	6,915,630	5,687,493

The number of employees whose annual remuneration was £60,000 or more were:

	2025 number	2024 number
£60,000 to £69,999	3	8
£70,000 to £79,999	7	5
£80,000 to £89,999	1	-
£90,000 to £99,999	1	1
£110,000 to £119,999	1	1
£150,000 to £159,999	1	-
£160,000 to £169,999	1	-
£200,000 to £209,999	1	1

14 Tangible fixed assets

	Fixtures and fittings £	Computers and IT Equipment £	Total £
Cost			
At 1 April 2024	67,872	2,499,966	2,567,838
Additions	23,871	237,152	261,023
Revaluation	-	-	-
Disposals	-	(59,996)	(59,996)
At 31 March 2025	91,743	2,677,122	2,768,865
Depreciation			
At 1 April 2024	67,872	2,001,362	2,069,234
Depreciation charged in the year	2,909	230,284	233,193
Eliminated on disposals	-	(59,994)	(59,994)
	70,781	2,171,652	2,242,433
Net Book Value			
At 31 March 2025	20,962	505,470	526,432
At 31 March 2024	-	498,604	498,604

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

15 Fixed Asset investments

	Listed investments £	Unlisted investments £	Cash in portfolio £	Total £
Cost or valuation at 1 April 2024	164,890,745	100	31,455,342	196,346,187
Additions	37,065,619	-	40,000,000	77,065,619
Revaluation changes	5,445,968	-	-	5,445,968
Disposals	(21,000,000)	-	(37,470,722)	(58,470,722)
At 31 March 2025	186,402,332	100	33,984,620	220,387,052
Carrying amount				
At 31 March 2025	186,402,332	100	33,984,620	220,387,052
At 31 March 2024	164,890,745	100	31,455,342	196,346,187
Historical cost	33,984,620	100	143,845,075	177,829,795
			2025 £	2024 £
Investments Mix				
Fixed interest securities			129,483,593	110,573,794
Equities			50,838,981	48,497,278
Cash held within investment portfolio			33,984,620	31,455,341
Other			6,079,758	5,819,674
			<u>220,386,952</u>	<u>196,346,087</u>
			2025 £	2024 £
Investments at fair value comprise:				
Investments held in the UK			126,335,928	97,411,640
Investments held overseas			94,051,025	98,934,447
			<u>220,386,952</u>	<u>196,346,087</u>

Fixed asset investments revalued

The above funds are invested in sterling denominated securities.

The Trustee appointed investment custodians are charged with safeguarding the investment assets of The Education Endowment Foundation. Their responsibilities include overseeing the reconciliation of the investment managers' records within their own.

16 Subsidiaries

These financial statements are separate charitable company financial statements for EEF Services Limited.

Details of the charitable company's subsidiaries at 31 March 2025 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held Direct	Indirect
EEF Services Limited	5th Floor Millbank Tower, 21-24 Millbank, London SW1P 4QP	Dormant	Ordinary	100	

17 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	34,252	331,556
Grants receivable	3,453,798	5,555,572
Prepayments and accrued income	201,965	30,696
	<u>3,690,015</u>	<u>5,917,824</u>
Amounts falling due after more than one year:		
Grants receivable	2,710,240	-
Total debtors	<u>6,400,255</u>	<u>5,917,824</u>

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

18 Creditors: amounts falling due within one year	2025	2024
	£	£
Trade creditors	86,368	61,266
Other taxation and social security	170,189	142,007
Deferred income	363,177	1,600,705
Grants accrued	13,223,454	9,352,872
Other creditors	91,352	83,921
Accruals	6,666,136	8,783,184
	<u>20,600,676</u>	<u>20,023,955</u>

19 Creditors greater than 1 year	2025	2024
	£	£
Deferred income	178,750	-
Grants accrued	<u>3,760,572</u>	<u>5,317,524</u>
	<u>3,939,322</u>	<u>5,317,524</u>

20 Deferred income	2025	2024
	£	£
Other deferred income	<u>541,927</u>	<u>1,600,705</u>

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Current liabilities	363,177	1,600,705
Non current liabilities	<u>178,750</u>	<u>-</u>
	<u>541,927</u>	<u>1,600,705</u>

	2025	2024
	£	£
Deferred income brought forward	1,600,705	1,481,301
Grants received in the year	48,981,359	15,773,660
Grants recognised in the year	<u>(50,040,137)</u>	<u>(15,654,256)</u>
Deferred income carried forward	<u>541,927</u>	<u>1,600,705</u>

Deferred income represents grants received in advance. The income is deferred when the grant agreements are subject to conditions which are still to be met and which are outside the control of the charity or when grants or income are received in advance and specified by the donor or other party as relating to specific accounting periods.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

21 Retirement benefit schemes

Defined contribution schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution schemes was £372,591 (2024: £301,160).

Contributions totalling £58,605 (2024: £46,521) were payable to the fund at the balance sheet date and are included in other creditors.

22 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2024	Movement in funds			Balance at 31 March 2025
		Income	Expenditure	Transfers	
Evidence Guardianship (DfE)	491,158	-	-	-	491,158
Accelerator Fund 2 (DfE)	1,814,928	7,982,678	(7,082,485)	-	2,715,121
BHP Billiton Foundation	-	1,188,337	(1,188,337)	-	-
Cabinet Office	-	176,971	(176,971)	-	-
HG Foundation	-	80,000	(80,000)	-	-
Kusuma Trust	13,925	-	-	-	13,925
Stronger Practice Hubs	-	122,505	(122,505)	-	-
Suffolk County Council	34,702	-	(34,702)	-	-
Wellcome Trust	-	40,186	(40,186)	-	-
XTX Markets	3,838,187	-	(1,249,496)	-	2,588,691
Youth Endowment Fund	-	449,460	(449,460)	-	-
Other income	13,590	-	-	(13,590)	-
	<u>6,206,490</u>	<u>10,040,137</u>	<u>(10,424,142)</u>	<u>(13,590)</u>	<u>5,808,895</u>

Details of restricted funds

The DfE funding is restricted to the Evidence Guardianship and Accelerator Fund 2.

The BHP Billiton Foundation fund is restricted funding to fund global trials with the EEF's international partners.

The Cabinet Office fund is restricted to the Evaluation Accelerator Fund programme aiming to accelerate the use of the EEF's archive.

The HG Foundation fund is restricted to the funding a project on using Generative Artificial Intelligence for Key Stage 3 science lesson.

Kusuma trust fund is restricted to funding early stage programmes on Cognitive Science.

Stronger Practice Hubs related income is restricted to two projects relating to Stronger Practice Hubs - Talk With Tales for Children (TWiTCH) and The Orchestrating Numeracy and the Executive Project (The ONE project).

Suffolk County Council fund is restricted to funding Regional delivery activity in Suffolk.

Wellcome Trust fund is restricted to funding collaborations between educators and neuroscientists to develop and evaluate the effectiveness of neuroscience-based educational interventions in the classroom designed to increase the attainment of pupils, particularly those from low-income families, to fund Science and Education trials and Science Teacher retention trials.

The XTX Markets fund is restricted to funding Secondary Maths projects.

The Youth Endowment Fund fund is restricted to test projects aiming to address attendance in schools.

Other income was transferred from restricted funds to unrestricted funds as a minor correction to previous accounts.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

22 Restricted funds (continued)

Restricted funds (prior year)

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2023	Movement in funds			Balance at 31 March 2024
		Income	Expenditure	Transfers	
Evidence Guardianship (DfE)	943,042	-	(451,884)	-	491,158
Accelerator Fund 2 (DfE)	-	8,431,992	(6,617,064)	-	1,814,928
BHP Billiton Foundation	-	1,773,055	(1,773,055)	-	-
Cabinet Office	21,855	303,592	(325,447)	-	-
HG Foundation	-	75,000	(75,000)	-	-
Kent Associate Research School	10,000	-	(10,000)	-	-
Kusuma Trust	54,000	-	(40,075)	-	13,925
Stronger Practice Hubs	-	945,887	(945,887)	-	-
Suffolk County Council	58,211	-	(23,509)	-	34,702
XTX Markets	-	3,900,000	(61,813)	-	3,838,187
YEF	-	224,730	(224,730)	-	-
Other income	-	13,590	-	-	13,590
	<u>1,087,108</u>	<u>15,667,846</u>	<u>(10,548,464)</u>	<u>-</u>	<u>6,206,490</u>

Details of restricted funds

The DfE funding is restricted to the Evidence Guardianship and Accelerator Fund 2.

The BHP Billiton Foundation fund is restricted funding to fund global trials with the EEF's international partners.

The Cabinet Office fund is restricted to the Evaluation Accelerator Fund programme aiming to accelerate the use of the EEF's archive

The HG Foundation fund is restricted to the funding a project on using Generative Artificial Intelligence for Key Stage 3 science lesson.

Kent fund is restricted to funding a Kent Associate Research School.

Stronger Practice Hubs related income is restricted to two projects relating to Stronger Practice Hubs - Talk With Tales for Children (TWITCH) and The Orchestrating Numeracy and the Executive Project (The ONE project).

Suffolk County Council fund is restricted to funding Regional delivery activity in Suffolk.

The XTX Markets fund is restricted to funding Secondary Maths projects.

The Youth Endowment Fund fund is restricted to test projects aiming to address attendance in schools.

The Education Endowment Foundation
Notes to the financial statements
for the year ended 31 March 2025

23 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2025 are represented by:			
Tangible assets	526,432	-	526,432
Investments	196,550,203	23,836,949	220,387,152
Current assets/(liabilities)	777,771	(16,798,972)	(16,021,201)
Long term assets	-	2,710,240	2,710,240
Long term liabilities	-	(3,939,322)	(3,939,322)
	<u>197,854,406</u>	<u>5,808,895</u>	<u>203,663,301</u>

Included within unrestricted funds is a reserve of £23,962,360 (2024: £18,516,392) relating to unrealised gains on investment assets.

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2024 are represented by:			
Tangible assets	498,604	-	498,604
Investments	171,534,105	24,812,082	196,346,187
Current assets/(liabilities)	(233,780)	(13,288,068)	(13,521,848)
Long term liabilities	-	(5,317,524)	(5,317,524)
	<u>171,798,929</u>	<u>6,206,490</u>	<u>178,005,419</u>

24 Commitments under operating leases

The charity has the following future minimum lease payments under non-cancellable operating leases:

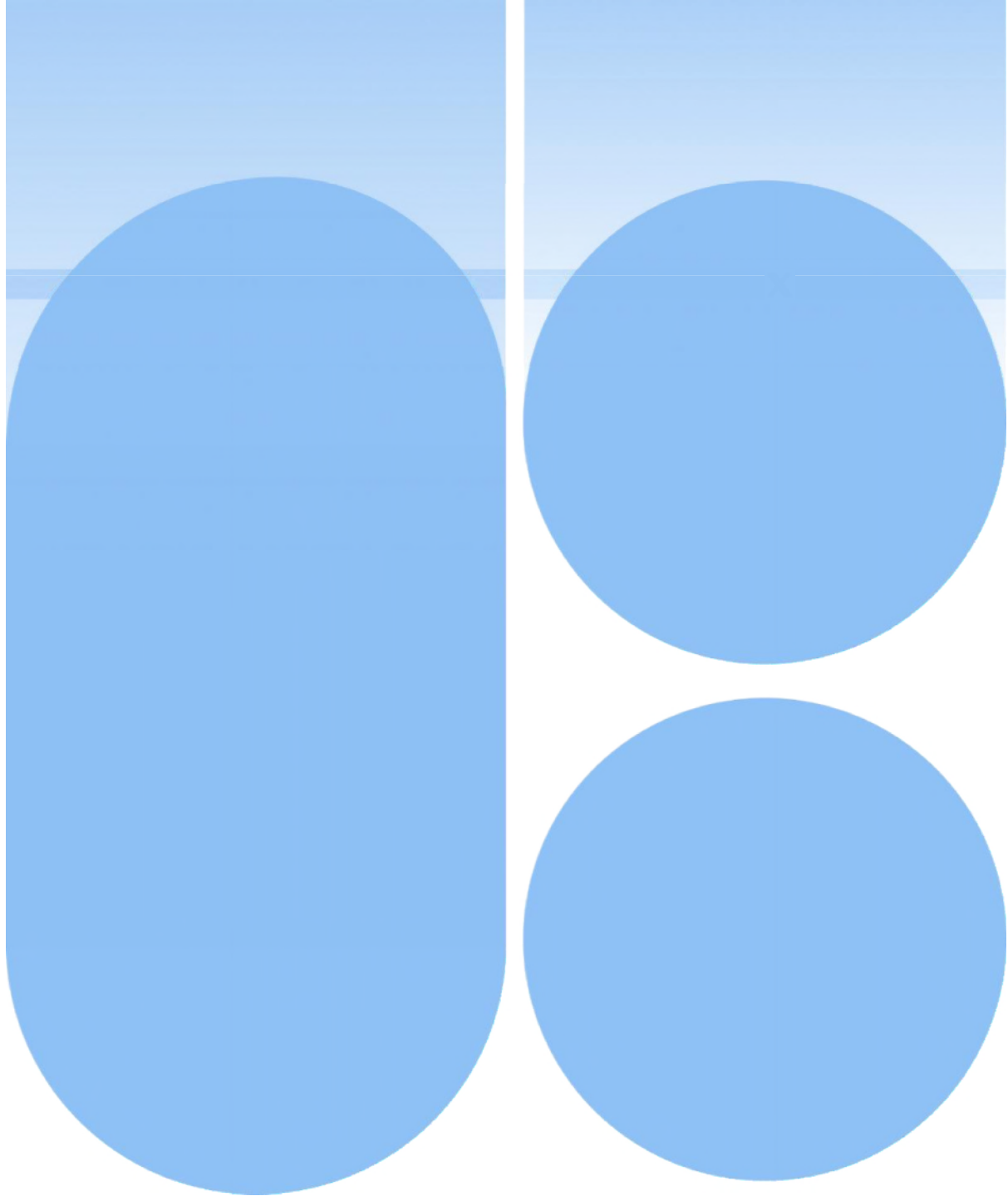
	2025 £	2024 £
<u>Land and buildings</u>		
Within 1 year	109,540	98,964
Between 2 - 5 years	<u>103,263</u>	<u>148,446</u>
	212,803	247,410

25 Related party transactions

During the year the charity made payments of £7,712 (2024: £13,521) to the Sutton Trust for the use of shared media expenses.

At the year end the Sutton Trust was owed £Nil (2024: owed £Nil) by The Education Endowment Foundation. This amount is included in other creditors.


Lucy Heller, a Trustee of the Education Endowment Foundation, is also the Chief Executive of Ark, an organisation the Education Endowment Foundation granted £575,860 in the year (2024: £459,600). The Education Endowment Foundation owed Ark £1,407,201 at the year end (2024: £1,614,058).




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