

EAQUALS

England & Wales · Charity number 1143547

Details

Other names	EVALUATION AND ACCREDITATION OF QUALITY IN LANGUAGE SERVICES
Status	Registered
Legal form	Charitable company
Company number	07727406
Registered	2011-08-25
Register	View on the Charity Commission register

Contact

Address	1st Floor Arthur Stanly House 40-50 Tottenham Street London W1T 4RN
Phone	02073882444
Email	charities@goodmanjones.com
Website	www.eaquals.org

Activities

Objects: 3.1 THE ASSOCIATION'S OBJECT (THE "OBJECTS") IS THE ADVANCEMENT OF EDUCATION FOR THE PUBLIC BENEFIT IN PARTICULAR TO IMPROVE THE PROVISION AND QUALITY OF MODERN LANGUAGE EDUCATION AND CULTURAL UNDERSTANDING FOR STUDENTS OF LANGUAGES AND CULTURES BY:3.1.1 PROVIDING ACCREDITATION OF EDUCATIONAL STANDARDS IN LANGUAGE TEACHING AND OTHER LEARNING SERVICES;3.1.2 DEVELOPING AND PROMOTING QUALITY STANDARDS FOR THE TEACHING AND TESTING OF MODERN LANGUAGES, CULTURAL AWARENESS AND ASSOCIATED SKILLS;3.1.3 PROVIDING TRAINING AND SUPPORT FOR TEACHERS AND OTHERS WORKING IN THE FIELD OF MODERN LANGUAGES WITH A VIEW TO FURTHERING THEIR PROFESSIONAL DEVELOPMENT SO AS TO RAISE LANGUAGE TEACHING STANDARDS WORLDWIDE; AND3.1.4 DEVELOPING AND PRODUCING MATERIALS AND TOOLS TO IMPROVE LANGUAGE TEACHING.

Activities: EAQUALS is a not-for-profit body ultimately controlled by its 135 accredited members (languages teaching institutions and organisations) and 32 associate members worldwide. It promotes standards in

language training.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** The General Public/mankind

Geography

- Austria
- Bosnia And Herzegovina
- Bulgaria
- China
- Croatia
- Cyprus
- Czech Republic
- Egypt
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Kazakhstan
- Kosovo
- Latvia
- Libya
- Luxembourg
- Macedonia
- Malta
- Montenegro
- Poland
- Portugal
- Qatar
- Romania
- Russia
- Serbia
- South Africa
- Spain
- Switzerland
- Turkey
- Ukraine
- United Arab Emirates

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£470,291	£225,838	-	-
2024-12-31	£608,607	£568,781	£331,745	5
2023-12-31	£468,965	£351,598	-	-
2022-12-31	£418,756	£557,953	-	-
2021-12-31	£331,591	£309,285	-	-
2020-12-31	£371,528	£225,090	-	-

Trustees

Name	Role	Appointed
Erdem Hacifazlioglu		2024-04-08
Ian Brangan		2026-03-06
Robert Martinez		2025-04-12
Sarah Aitken		2024-04-08
Serkan Aras		2024-04-08
Silvana Richardson		2023-04-26
Thom Kiddle		2017-04-28

EAQUALS

England & Wales - Charity number 1143547

Accounts

Trustees' Report & Financial Statements

Evaluation & Accreditation of Quality Language Services

2025



EAQUALS

(Evaluation & Accreditation of Quality Language Services)

A company limited by guarantee

Trustees report and financial statements

Year ended 31 December 2025

Company registration number (England & Wales): 7727406

Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

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REFERENCE INFORMATION

Trustees

Thom Kiddle (Chair) | Norwich Institute for Language Education, England

Serkan Aras (Treasurer) | Koç University, Turkey

Chris Moore | Specialist Language Courses, England (until 17.04.2025)

Julie Wallis | The London School, Italy

Giorgio Iemmolo | EF International Language Centres, Sprachenzentrum UZH-ETH, University of Zurich (until 31.12.2025)

Silvana Richardson | BELL

Sarah Aitken | Freelance

Erdem Hacifazlıoğlu | Macmillan Education

Robert Martinez (from 17.04.2025)

Accreditation Panel

Andre Chedwick

Gillian Davidson

John Haagensen

Sue Hackett

Emma Heyderman

Priscilla Hoor

Elzbieta Jarosz

Jan Madakbas

Eaquals Ombudsman

Ingrid Koester

Eaquals Staff

Lou McLaughlin | Executive Director

Angela Signorastri | Director of Accreditation

Anna Andor | Services Manager

Vivi Koszegi | Administrative Assistant

Sarah Scerri | Marketing & Communications Manager

Registered Office

1st Floor, Arthur Stanley House, 40-50 Tottenham Street,
London W1T 4RN

Website

www.eaquals.org

Company registration

7727406, incorporated on 3 August 2011 (England & Wales)

Charity registration

1143547 (England & Wales)

Independent examiner

Julian Flitter FCA

Goodman Jones LLP, Chartered Accountants,

1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN

Solicitors

Russell-Cooke

2 Putney Hill, Putney, London SW15 6AB, England.

Bankers

Barclays Bank

1 Churchill Place, Canary Wharf, E14 5HP, England.

EAQUALS MEMBERSHIP

Accredited Members

(as at December 2025)

Algeria

In-tuition

Belgium

CLL Centres des Langues asb

Bosnia and Herzegovina

International University of Sarajevo English Language School

Bulgaria

AVO Language and Examination Centre

Colombia

ECOS Escuela de Español

Croatia

Linguapax Language School

Skola stranih jezika – Ziger

Czech Republic

Threshold Training Associates s.r.o. and Language and Training

Estonia

The Language School in Down-Town

France

ALPADIA Lyon

Alpha.b Institut Linguistique

Centre International d'Antibes

EF Ecole Internationale de Francais-Nice

EF Ecole Internationale de Francais-Paris

ILA (Institut Linguistique Adenet)/Easy French

IS Aix-en-Provence

Germany

ALPADIA Language Schools, Berlin

ALPADIA Language Schools, Freiburg

EF Internationale Sprachschule Berlin

EF Internationale Sprachschule München

ISD-Freiburg - Internationales Sprachzentrum Dialogo

Speexx

Greece

Doukas School, The Department of Foreign Languages

Glossomatheia Language Learning & Research Center

Ireland

Active Language Learning

Apollo Language Centre

ATC Language School

Atlas Language Centre

Bridge Mills Galway Language Centre, International House

Centre of English Studies, Dublin

Cork English College

DCAS

Dorset College

Emerald Cultural Institute, Dublin

Erin College, Cork

Erin College, Dublin
Future Learning Language School (Dublin)
Future Learning (Athlone)
Galway Cultural Institute
International House Dublin
ISI Dublin
NED Dublin
NED Limerick
OnCampus Ireland
Rightword Language Institute
SEDA College, Dublin
SEDA College, Cork
Swan Training Institute
Your English Language School

Italy

Alpha beta Piccadilly
British School of Trieste
Clm-Bell
CLUSS-Centro Linguistico Universita per Stranieri di Siena
EF Centro Linguistico, Rome
Frassati - Cooperativa sociale Pier Giorgio
The Language Grid
The London School

Japan

EF International Language Centres, Tokyo
Hokkaido Japanese Language School

Kuwait

Australian University, Kuwait

Luxembourg

PROLINGUA Language Centre

MALTA

ACE English, Malta
BELS Gozo
BELS Malta

EF International Language Campuses, Malta
English Domain
European School of English, Malta
International House Malta-Gozo
Maltalingua School of English
NSTS English Language Institute

Montenegro

Oxford Centar International Language Centre

North Macedonia

Filos LLC export import School of Foreign Languages

Poland

Jagiellonian University, Language Centre
Krakow University of Economics, Language Centre

Language Centre Jagiellonian University Collegium Medicum

Lodz University of Technology, Language Centre

Warsaw Technology University, Foreign Language Centre

Portugal

CIAL Centro de Linguas

Qatar

Qatar International Academic for Security Studies Language School

Romania

Britanica Learning Centre
International House Bucharest

Saudi Arabia

English Language Institute, Princess Nourah Bint Abdulrahman University
IPA, English Language Center
Yanbu English Language Institute, Royal Commission Colleges and Institutes
King Faisal Air Academy

Slovakia

The Bridge School

South Africa

EC English Cape Town

EF International Language Campuses Cape Town

Good Hope Studies

South Korea

EF International Language Campuses

Spain

British Institute of Seville

EF Centro Internacional de Idiomas, Malaga

EF Centro Internacional de Idiomas, Barcelona

Hispania, escuela de español

O'Clock Idiomas

Lacunza, International House San Sebastian

Malaca Instituto

Switzerland

ALPADIA Montreux

Bell Switzerland SA

LSI Switzerland AG

Turkey

Acibadem MAA University, Foreign Languages Department Preparatory English Programme

Adana Gundogdu College

ARUCAD Arkin University of Creative Arts and Design, English Preparatory School

Bahçeşehir Cyprus University

Bilkent University English Language Preparatory Program

Boğazici University

Bursa Technical University, SFL

Bursa Uludağ University

EMU - Eastern Mediterranean University, Foreign Languages and English Preparatory School

Fatih Sultan Mehmet Vakıf University, Foreign Languages Department

Gazi University College of Foreign Languages, Department of Basic Languages

Gedik University

Girne American University Foundation English School

Isik University School of Foreign Languages

MEF University School of Foreign Languages

Muğla Sıtkı Koçman University

Özyeğin University School of Languages

Piri Reis University

Private Sınav Schools-Ankara

Recep Tayyip Erdoğan University SFL

Sabancı University School of Languages

Sivas Cumhuriyet University, School of Foreign Languages

TED Antalya Koleji, Foreign Languages Department

TEMA Koleji

Terakki Foundation School

Üsküdar University, Foreign Languages Coordinatorship

Yüce Schools

Ukraine

NOVAMOVA International Language School

United Arab Emirates

Eton Institute (Dubai & Abu Dhabi)

United Kingdom

International House - Torquay International School

International House London

NILE Norwich Institute for Language Education

Associate Members

Austria

CEBS Center für berufsbezogene Sprachen

Bulgaria

OPTIMA Bulgaria

Germany

g.a.s.t. TestDaF-Institut

Goethe Institut HQ

telc GmbH

Greece

QLS Panhellenic Association of Accredited
Quality Language Schools

Ireland

Quality & Qualifications Ireland

English Education Ireland

Italy

AISLi, the Italian Association of Quality
Language Schools

Netherlands

Educational Testing Service Global BV

Portugal

Camos Instituto da Cooperacao e da Lingua

Romania

Romanian Association for Quality Language
Services (QUEST)

Serbia

Association of Language Schools of Serbia
(YALS)

Slovakia

TrackTest

Spain

Instituto Cervantes

FEDELE

Sweden

The Swedish Association of Accredited
Language Training providers

Switzerland

Avallain AG

Turkey

Plused Eğitim Bilişim Danışmanlık Hizmetleri
San ve Tic Ltd Şti

United Kingdom

British Council

Cambridge Assessment English

Euroexam International

LanguageCert ESOL Qualifications

Macmillan Education

NOCN

Oxford University Press

Pearson Education

Trinity College London

United States

Avant Assessment

Global Seal of Biliteracy

Worldwide

Altissia

International House World Organisation

Project Partners**Italy**

CVCL Università per Stranieri di Perugia

INTRODUCTION

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out on pages 29 to 33 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with a view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund, and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at a global level.



Members of The Eaquals Board of Trustees at the Annual Conference in Malta (March 2025)

L-R: Silvana Richardson, Giorgio Iemmolo, Julie Wallis, Thom Kiddle, Erdem Hacıfazhođlu, Sarah Aitken.

INSPECTION & ACCREDITATION

Eaquals Accreditation

Accreditation by Eaquals is the primary way in which language education institutions can demonstrate compliance with high international standards. Eaquals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2024 Version 7.3 of the Scheme was launched. In response to an increased interest in Eaquals accreditation from Higher Education institutions, Eaquals developed a new scheme for this sector which was successfully piloted at the end of 2020. To address the needs of the growing sector of online language education, in 2021 Eaquals developed a Scheme to accredit Online Providers. This suite of these 3 inspection schemes makes up the complete Eaquals Accreditation & Inspection Scheme as follows:

Eaquals Inspection Scheme Version 7.3 is aimed at:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

Eaquals Inspection Scheme for Higher Education is designed to accredit university language centres and language departments which offer language training programmes to undergraduate, graduate, and postgraduate students. It is addressed at:

- universities where completion of language programmes is a requirement for graduation
- English as a Medium of Instruction universities which run foundation programmes

Eaquals Inspection Scheme for Online Providers is addressed at language centres which offer online language training programmes, delivered synchronously, asynchronously, or both. Language courses offered by Online Providers must include a significant proportion of tutor moderation and student interaction in addition to online content. The Scheme does not apply to language centres which offer face-to-face tuition in addition to online or blended courses. They are accredited under 7.3 Version of the Inspection Scheme.

The Eaquals Quality Standards for the three Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning/Learning and Learning Management
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.3, and a similar set of documents are in place for the Scheme for Higher Education institutions and the Scheme for Online Providers.

Membership of Eaquals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Eaquals inspection process also offers groups of centres a reliable and straightforward way

to ensure common quality standards within and across national boundaries. While national accrediting bodies may concentrate on their home language, *Equals* accredits teaching and teacher training across any language.

Additionally, *Equals* assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

Equals Inspectorate

The Inspectorate has a high professional profile. *Equals* inspectors are themselves language education professionals with considerable managerial and international experience covering a wide range of markets and languages. Inspectors are appointed for a period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the *Equals* Inspection Scheme together with the capacity to objectively evaluate a language centre’s performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for *Equals* Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuing Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 60 inspectors; 41 are freelance inspectors and 19 are employed by accredited members.

Equals Accreditation Panel

Under the guidance of the Director of Accreditation, the Accreditation Panel of 8 senior inspectors ensures that *Equals*’ Quality Standards are consistently applied. It moderates all inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.

			
Andre Chadwick	Gillian Davidson	John Haagensen	Sue Hackett
			
Emma Heyderman	Priscilla Hoor	Ela Jarosz	Jan Madakbas

Equals Accreditation Panel, 2025

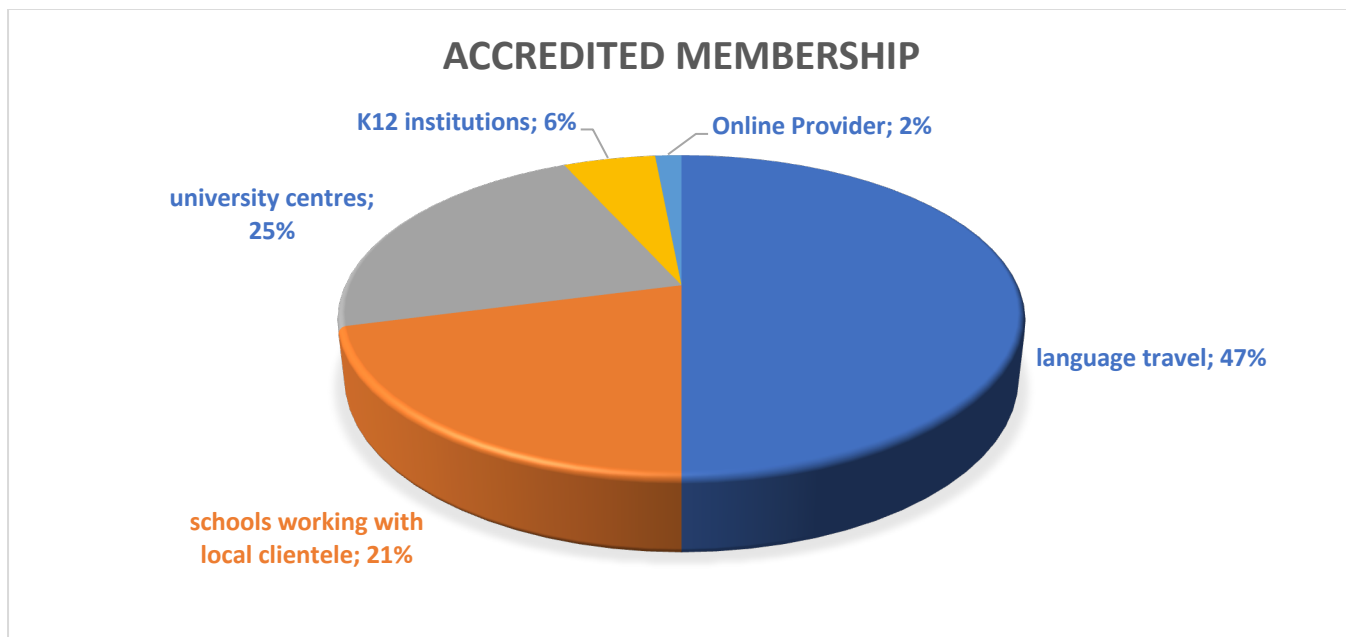
MEMBERSHIP

Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2024, there are **129** accredited members: teaching 26 languages in 36 countries on 4 continents.

- **60** intensive LECS
- **27** extensive LECS
- **8** K12 LECS: Turkey (6), Greece (1), Italy (1)
- **2** online-only language providers: Italy (1), Germany (1)
- **32** university centres: Turkey (17), Poland (5), North Cyprus (4), Saudi Arabia (3), Bosnia and Herzegovina (1), Italy (1), Kuwait (1)



Individual Members

Eaquals also has a number of individual members (75 in 2025). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Eaquals' mission and projects. Individual members do not have voting rights.

Associate Members & Project Partners

Eaquals has, as of 31 December 2025, 32 Associate Members based in 18 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g., Instituto Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there is 1 organisation which is a Project Partner. The Project Partner does not have voting rights within Eaquals but makes an important contribution to our network and academic work.



Eaquals Associate Members

CONFERENCES & EVENTS

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2025

The Eaquals Annual International Conference 2025, held from 27th to 29th March in Malta, welcomed over 280 participants from 33 countries across five continents, making it a truly global event for language educators. Among them, more than 120 were first-time attendees, creating a great mix of familiar and new faces. This balance encouraged fresh perspectives, networking, and valuable discussions, making the event a great opportunity to learn from one another.



Attendees at the 2025 Annual Conference

The conference commenced with a highly engaging Management Training session delivered by Dr. Giorgio Iemmolo on *Project Management in Education: Models, Case Studies, and Hands-On Practice*. This session provided attendees with practical tools and strategies to implement within their institutions.



2025 Annual Conference

Simultaneously, Eaquals Inspector CPD sessions took place, offering professional development opportunities for those dedicated to maintaining the highest quality standards in language education.

The official opening was led by Lou McLaughlin, Equals Executive Director, and Thom Kiddle, Chair of the Board of Trustees. A touching moment followed as a message from Peter Brown was played in memory of the late Frank Heyworth, one of Equals' founding members, who passed away earlier this year.

The event continued with the Equals Awards Ceremony, recognizing this year's Teacher Award winner, Elif Altali, and the Scholarship Award recipients: Koray Tunc, Cassandra Robertson, Yesim Cekuc, Ozge Postert, and Mehmet Çelikbaş (in absentia). These awards celebrate educators making a difference in language teaching.

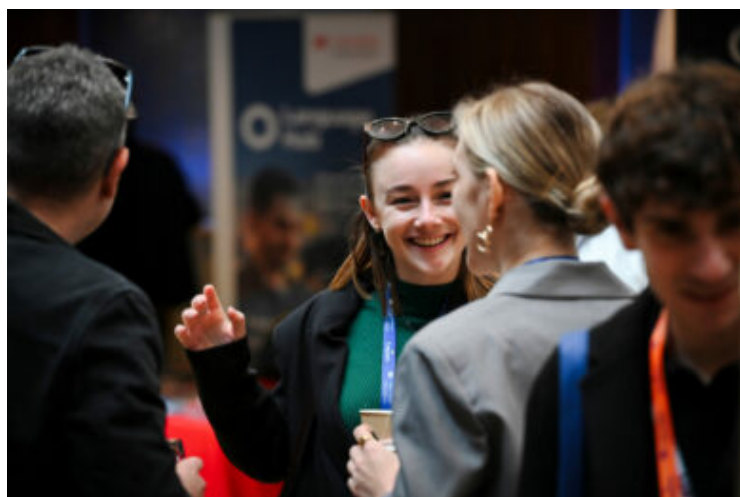


Equals 2025 Scholarship Award Recipients

The Tim Goodier Memorial Plenary, delivered by Zarina Subhan, set the tone for the conference with a thought-provoking session titled Towards Establishing a Common Understanding of Diversity, Equity, and Inclusion in ELT. This plenary explored how language institutions can reflect and promote the diversity of the global world, moving beyond a box-ticking exercise to making DEI a part of the learning experience.

The remainder of the day featured a variety of concurrent sessions, with attendees selecting from five key strands:

- Best Practice in Language Teaching and Learning
- Course Design, CEFR & Assessment
- Leadership & Management
- Continuing Professional Development (CPD)
- Developments in Language Education



Attendees at the Equals Annual Conference 2025

The conference provided a valuable space for attendees to exchange insights, build connections, and continue discussions beyond sessions. A highlight was the Gala Night, a much-loved tradition where participants could unwind, enjoy Maltese hospitality, and strengthen professional ties in a relaxed setting.



Attendees at the Eaquals conference 2025

The final day of the conference concluded with a compelling Closing Plenary by Daniel Xerri, Chairperson of the ELT Council in Malta, titled *Sharing is Caring: Some Lessons on Professional Learning*. His talk emphasized the power of collaboration in the ever-evolving field of language education, showcasing how openness to sharing ideas and experiences drives innovation and professional growth.

Following the closing plenary, Lou McLaughlin and Thom Kiddle revealed the much-anticipated location of next year's Eaquals Annual International Conference—Berlin, Germany, scheduled for 12-14 March 2026. Additionally, they announced the dates for Eaquals Online, the association's virtual conference designed to reach an even broader audience, set to take place on 10-11 October 2025.

Lou McLaughlin, Eaquals Executive Director, explained that “*At Eaquals, we are always looking for new ways to support our members and enhance language education. The conference is a key moment to share progress, like the LAPP project—a free assessment course now used by over 450 teachers. We also expanded access to our Frameworks e.g. Teacher Development Framework, Academic Management Competences Framework by translating them into Italian, French, German, and Spanish.*

Eaquals is growing, with new members and participants joining from across the world—including Costa Rica, UAE, Morocco, and Georgia—showing how our commitment to quality education is expanding into new regions. This conference reflects that shared dedication, bringing professionals together to exchange ideas

Eaquals Online 2025

Eaquals Online, which brought together language education professionals from 26 countries, ran over two days on 10th-11th October 2025.



The event opened with an inspiring plenary from Dr Sarah Breslin, Executive Director of the ECML and Head of Language Policy at the Council of Europe. She explored how the Council's human rights-based vision for plurilingual and intercultural education translates into classroom practice and policy impact, which set the tone for the discussions that followed on building quality foundations.

Panel sessions brought together the contributors to the Equals Frameworks sparking exchanges on how these tools can be adapted across diverse educational contexts. The conversations highlighted just how relevant and practical the Equals Frameworks and the Cambridge Sustainability Framework for ELT are in shaping professional development and organisational growth worldwide.

The event highlighted the strong sense of collaboration and shared commitment to quality that characterises the Equals community.

Eaquals AGM 2025

The Eaquals 2025 online AGM took place on 30th April 2025. Eaquals held its Annual General Meeting (AGM), bringing together members from around the world to reflect on a year of progress, collaboration, and shared dedication to excellence in language education.



EAQUALS DEVELOPMENT & PROJECTS

Equals Webinars 2025

The monthly English webinar series and the plurilingual webinar series are now run as one complete series. In 2025, we delivered webinars in English, Spanish, Italian, French, German and Arabic. Moderation of monthly webinars is carried out by Equals staff.

JANUARY		
15.01	Teaching Generation Alpha: Strategies for Success	Dr Erika Galea
21.01	Adding Contextualization To Assessments In Arabic As Foreign Language Courses	Salma Alamassi
28.01	Academic integrity in the age of AI: navigating new challenges in language assessment	Cathy Jones
FEBRUARY		
04.02	Powerful Social and Emotional Learning Strategies for Mitigating Teacher Bias	Dr. Fajer Bin Rashed
11.02	La multimodalité et pourquoi elle est si importante aujourd'hui	Fleur Yerbury-Hodgson
25.02	Inclusión e integración de alumnos con necesidades educativas especiales (NEE) en el aula de lenguas.	Mónica Company Castells
MARCH		
05.03	Why we should put compassion at the heart of language education	Sarah Mercer
11.03	Parlami!	Irene Campari
18.03	Cultivating cultural intelligence	Cathy Jones & Sylvia Karastathi
APRIL		
08.04	AI Integration in language teaching and project work: Empowering Teachers and Students for the 21st Century	Marta Obrebska
15.04	Constructive feedback: The how and the why	Abeer Okaz
29.04	Empowering ESL Classrooms: Coaching strategies for goal setting and reflection	Samruddhi Patre

MAY		
06.05	Using AI as a Reflective Coach in Practicum Courses	Julian L'Enfant
13.05	Empowering Tomorrow: Transformative Activities to Ignite 21st-Century Skills	Dr. Ferhat Karanfil
27.05	Dynamic dialogues: assessing interactional competence	Cathy Jones & Leda Lampropoulo
JUNE		
03.06	Empower Learners: Certify Language Skills and Maximize Multilingual Potential	Linda Egnatz
10.06	Laissez IA Vous Accompagner Dans la Production Ecrite En FLE	Salma Alamassi
24.06	Designing effective language assessments: addressing student challenges through construct definition	Cathy Jones, Eoin Jordan & International student
SEPTEMBER		
16.09	Teaching Writing Skills and Integrating AI into Lessons	Duygu Erdoğan
23.09	Beyond the Questions: Ensuring True Comprehension in the Classroom	Gülçin Coşgun
30.09	Integrating Digital Media Literacy into Language Teaching: Engaging Students Through Sustainability Practices	Isil Ozdemir
NOVEMBER		
04.11	Estrategias pedagógicas, de integración e institucionales para programas de español en el contexto de la migración	Nuria Vaquero Ibarra
18.11	Positive psychology in the classroom	Gareth Keane
25.11	Embracing the benefits of language acquisition	Cathy Jones
DECEMBER		
03.12	AI for Global Pronunciation: ChatGPT-Powered Activities for Inclusive Classrooms	Meri Maroutian
10.12	Fostering Emotional Climate in English Classrooms	Dr. Fetiye Erbil

| Language Assessment Professionalisation Programme

The official launch of the LAPP (Language Assessment Professionalisation Project) Joint Project (<https://lapp.education/en>) took place in 2024. A handbook for Academic Managers was produced (to be made available in 2026) and a two-minute taster video was developed by Equals (not yet made available). The new steering group (SG) and 3 working groups (WG) are as follows:

- Chair: Peter Brown
- ALTE representative: Mariangela Marulli
- Equals representative: Lou McLaughlin
- WG 1 Promotion of LAPP English: Serkan Aras | Nursel Elmas | Yiannis Papargyris
- WG 2 Review and updating LAPP English: Malgorzata Banach | Elaine Boyd | Mariangela Marulli
- WG 3 Exploring and scoping LAPP next version(s) Malgorzata Banach | Christoph Frilling | Thom Kiddle | Beata Schmid

The review work has now been carried out by the (SG) and the changes and updates are being implemented by the technical team. There are two more meetings scheduled for Q4 to sign off on current work and to organize and run a promotional campaign to raise awareness of the project.

Eaquals Member Event Fund

Throughout 2025 Eaquals continued with its mission of supporting members running events and training programmes at local, regional and national levels. The recipients of the funding for 2025 are listed below and all of the reports from the individual recipients are available on the Eaquals website. This annual funding scheme is open to all members through a call for applications, and recipients are chosen by the Eaquals executive team.

Sabancı University (HEI)	Türkiye
FEDELE (Federacion de Escuelas Espanol como Lengua Extranjera)	Spain
Bahçeşehir Cyprus University (HEI)	Türkiye
The Bridge (LEC)	Slovakia
Fatih Sultan Mehmet Vakıf University (HEI)	Türkiye
OPTIMA (Bulgarian Association of Quality Language Services)	Bulgaria
YALS (Association of Language Schools of Serbia)	Serbia
QLS (Panhellenic Association of Quality Language Schools)	Greece
Özyeğin University (HEI)	Türkiye
Boğaziçi University (HEI)	Türkiye
Bursa Uludağ School of Foreign Languages (HEI)	Türkiye
NILE (Norwich Institute of Language Education) (LEC)	United Kingdom
GLS (GLS Campus Berlin) (LEC)	Germany
ASR (Swedish Association of Accredited Language Training Providers)	Sweden
MEF University School of Foreign Languages (HEI)	Türkiye

PARTNERSHIPS

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Eaquals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Eaquals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Eaquals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues and has worked closely with its Language Policy Unit on developments related to the *Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR)*, the *European Language Portfolio (ELP)*, and language provision for adult migrants. Members of Eaquals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Eaquals and ALTE (<http://www.alte.org/>) co-operated to develop the *Eaquals-ALTE European Language Portfolio*, the first electronic ELP to be accredited by the Council of Europe. Both associations are now working on the LAPP project previously outlined.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Eaquals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Eaquals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Eaquals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Eaquals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

Green Standard Schools (GSS)

In May 2021, Eaquals signed a Memorandum of Understanding with GSS. As part of the agreement, GSS Chair, Jonathan Dykes, delivered a webinar on GSS for members and he was joined by Eaquals member, ACET, who are the first GSS accredited school in Ireland.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Eaquls is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Eaquls inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Eaquls maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which develops standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general.

International House World Organisation (IHWO)

Eaquls and IHWO have an agreed MOC which takes into account both the IH inspection scheme as well as the Eaquls Accreditation scheme.

LanguageCert

Eaquls signed an MoU with Language Cert in 2019. As part of this specific agreement, a series of joint webinars is run on an annual basis for both members and non-members.

Macmillan Education

Eaquls and Macmillan announced that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associate Members. This developed into a signed co-operation agreement in 2023.

EAQUALS PARTICIPATION IN THE WIDER COMMUNITY

Events with Eaquals participation in 2025

In order to promote Eaquals, our members and our wider quality ethos, Eaquals was represented at the events listed below:

- ACA (American Cultural Association) Conference, Morocco | January (Eaquals DA)
- APAC (Associació Professorat d'Anglès de Catalunya), Online | January (Eaquals ED)
- ELI Conference – _ELT Futures Conference, Online| January (Eaquals ED)
- ICEF Dubai | February (Marketing & Comms Manager)
- IATEFL Conference, Edinburgh | April (Eaquals ED)
- Kültür University Conference, Istanbul | May (Eaquals ED)
- The SFL (School of Foreign Languages) Directors' Meeting Event, Izmit, Türkiye | May (Eaquals ED)
- GAELA AGM & StudyWorld, StudyTravel Awards UK, London | September (Eaquals ED)
- PIE Awards, London, UK | September (Eaquals DA)
- ELT Council Conference, Malta | October (Eaquals ED, Marketing & Comms Manager)
- ICEF Berlin | November (Eaquals ED, Marketing & Comms Manager)
- ECML Workshop, Graz, Austria | November (Eaquals DA)
- PNF Meeting & ECML Symposium, Graz, Austria | December (Eaquals ED)

REPORT ON STRATEGY

In January 2023, the Equals Trustees and staff came together to develop the Equals Strategy Documents 2023 – 2028.

Equals Mission

We foster excellence in language education across the world by providing quality assurance, leadership, guidance and support to governments, teaching institutions and individuals.

Equals' Aims

- To improve the experience of language learners by developing quality standards for the teaching of modern languages.
- To deliver accreditation against these standards for providers of language education.
- To develop practical resources and offer training and support for those working in the field of language education.
- To foster formal and informal relationships and collaborative activities with a range of institutions and individuals to further the Equals mission.

Equals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service

The Equals 2023-2028 Strategy comprises the following strategic objectives:

- To grow the accredited membership, maintaining and extending its geographical and sector diversity.
- To build the Equals brand across the global education landscape.
- To continue developing and promoting valued and valuable services for our members.
- To create opportunities for discussion on quality assurance and language education at a local, national and international level.

The Executive Director is responsible for implementing the strategic development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific achievements in 2025

- The continued promotion of high standards by providing practical professional support to Equals members through online resources, member meetings, networking, and general opportunities for input into best practice.
- The development of Equals' external consultancy and training services in specific areas of expertise.
- The delivery of the Equals Webinars 2025 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.
- The successful running of the Equals Online 2025 event for both members and non-members.
- The continued development of the Equals website reorganisation and updating of resources.
- The continued development of communications about Equals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running regular social media campaigns to engage members. This has allowed us to strengthen our own links to members and has also helped to strengthen our membership networks.
- The continuation of individual member meetings as well as country-level meetings to engage with members and ensure that their views are taken into account in relation to forward planning around events and resources.

- The maintenance and development of the Equals Monthly Newsletter. This has continued to provide a summary of monthly developments within Equals e.g. where we have been, new members, new agreement, new projects, new developments, member news and updates.

Further details and website links for all Equals activities can be found on our website: www.equals.org

The association is very grateful to the many members who voluntarily give a good deal of their time to Equals activities, and this gratitude extends to their employers for their support; without this work and support Equals could not fulfil our mission.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2025 the reserves stood at €370,468. In 2024 this stood at €331,745. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. At the 2024 AGM, members voted to increase the 2025 membership fee by 3% to ensure the maintenance of membership numbers and income through an annual fee. In addition, the association continued to monitor costs closely and limit investment in any additional projects. These measures provided the association with a surplus of €38,725 at 2025 year end. The trustees are satisfied that the association is a going concern.

STRUCTURE & GOVERNANCE

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Eaquals is ultimately controlled by its voting members who elect trustees at the Annual General Meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2025 there were 129 accredited members as listed on pages 3-5 of the report.

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member is reviewed by the Executive Director and approved by the Eaquals Board of Trustees. As at 31 December 2025 there were 32 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met four times in 2025, two face-to-face meetings and two online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2024 as the independent examiner for Eaquals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eaquals.

Statement of trustees' responsibilities

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

Company 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 22 to 23 was approved by the trustees on 26.02.2026 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Thom Kiddle', written in a cursive style.

Thom Kiddle,
Equals Chair

INDEPENDENT EXAMINER'S REPORT

For the Year Ended 31 December 2025

Independent examiner's report to the Trustees of Eaquals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2025.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:

Dated: 26.02.2026

Julian Flitter FCA

Goodman Jones LLP

1st Floor, Arthur Stanley House

40-50 Tottenham Street,

London W1T 4RN

**STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME & EXPENDITURE ACCOUNT**

Year Ended 31st December 2025

	2025	2024
	€	€
Income from charitable activities		
Membership fees	402.302	377,297
Conferences and other member services	138.805	124,398
Consultancy and other income	96.480	106,912
Total income from charitable activities	637.587	608,607
Charitable expenditure		
Inspection costs	(132.571)	(163,436)
Conferences and other member services	(119.249)	(105,569)
Consultancy costs	(6.914)	(12,716)
Marketing, website and development	(51.841)	(83,945)
Support costs		
- Governance: trustee and committee meeting costs	(10.756)	(8,325)
- Governance: independent examiner's costs	(6.306)	(5,089)
- Other support costs	(271.225)	(189,701)
Total charitable expenditure	(598.862)	(568,781)
Net expenditure and net movement in funds for the year	38.725	39,826
Reconciliation of funds		
Funds brought forward	331.745	291,919
Funds carried forward	370.468	331.745

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 29 to 33 form part of these financial statements.

BALANCE SHEET
AS AT 31ST DECEMBER 2025

	2025	2024
	€	€
Current assets		
Debtors		
- Trade debtors	17,526	11,332
- Prepayments	33,202	66,636
Cash at bank and in hand	433,119	359,065
	<u>483,847</u>	<u>437,033</u>
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(34,505)	(12,732)
- Accruals and income received in advance	(78,874)	(92,557)
	<u>(113,378)</u>	<u>(105,288)</u>
Net assets	<u>370,468</u>	<u>331,745</u>
Total funds: all general fund (unrestricted)	<u><u>370,468</u></u>	<u><u>331,745</u></u>

The notes on pages 29 to 33 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2025. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 26.02.2026 and were signed on its behalf by:

Serkan Aras,

Treasurer

CASH FLOW STATEMENT
YEAR ENDED 31ST DECEMBER 2025

	2025	2024
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	74.054	16,885
Change in cash in the year	74.054	16,885
Cash brought forward	359.065	342,180
Cash carried forward	433.119	359,065

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2025

1 Reconciliation of net movement in funds to net cash flow from operating activities.

	2025	2024
	€	€
Net income for the year		
(per Statement of Financial Activities)	38.725	39,825
Adjustment for:		
Decrease /(increase) in debtors	27.240	(41,901)
(Decrease)/ increase in creditors	8.089	18,960
Net cash provided by (used in) operating activities	74.054	16,885

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2025

2 Accounting policies (continued)

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections, and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2025

2 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Julie Wallis was remunerated in 2025 for non-trustee work carried out: €1,200 (2024: €1675) as an inspector, Robert Martinez was remunerated €800 (2024: €0) as an inspector, Sarah Aitken was remunerated €1325 (2024: €0) as an inspector, and Serkan Aras was remunerated €3300 (2024: €625) as an inspector.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2025

7 trustees were reimbursed travelling expenses of €4,969 during the year in relation to their duties as trustees (2024: 9 trustees were reimbursed €6,306). In addition, 4 trustees were reimbursed €9530 for travelling expenses relating to inspections (2024: 3 trustees were reimbursed €966).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Thom Kiddle (Chair) and Serkan Aras (Treasurer). None of these received any remuneration in 2025 or 2024.

5 Staff costs

	2025	2024
	€	€
Salaries and fees	206,524	202,811
Social security costs	21,048	19,961
Total staff costs	<u>227,572</u>	<u>222,772</u>
Average number of staff (full time equivalent)	5,0	5,1

There was 1 employee paid above £60,000 (€70,000) in 2024. There is 1 employee paid above £60,000 (€70,000) in 2025.

6 Deferred income

	€
Balance included in current liabilities at 31 December 2024	87,319
Released to income in 2025	(87,319)
Income received in 2025 relating to activities in 2026	74,734
Balance included in current liabilities at 31 December 2025	<u>74,734</u>

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association stopped leasing the administrative office in Budapest, Hungary as of November 2024. The association now leases a storage unit in Budapest, Hungary on an annual basis.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2025

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2025 or 2024 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 161 members as at 31 December 2025.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London, UK, W1T 4RN, United Kingdom

EAQUALS

England & Wales - Charity number 1143547

Accounts

Trustees' Report & Financial Statements

Evaluation & Accreditation of Quality Language Services

2024



EAQUALS

(Evaluation & Accreditation of Quality Language Services)
A company limited by guarantee

Trustees report and financial statements
Year ended 31 December 2024

Company registration number (England & Wales): 7727406
Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

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Reference Information

Trustees	Thom Kiddle (Chair) Norwich Institute for Language Education, England
	Adam Donoghue (Treasurer) Freelance (until 09.04.2024)
	Susanna Dammann Freelance (until 09.04.2024)
	Nergis Uyan Ozyegin University, Turkey (until 09.04.2024)
	Julie Wallis The London School, Italy
	Chris Moore Specialist Language Courses, England
	Giorgio Iemmolo EF International Language Centres
	Silvana Richardson BELL
	Serkan Aras Ozyegin University, Turkey (from 09.04.2024)
	Erdem Hacifazlıoğlu Macmillan Education (from 09.04.2024)
	Sarah Aitken Freelance (from 09.04.2024)
Accreditation Panel	Mila Angelova
	Ute Arnold
	Gillian Davidson
	John Haagensen
	Sue Hackett
	Emma Heyderman
	Elzbieta Jarosz
	Jan Madakbas
Justin Vollmer	
Eaquals Ombudsman	Ingrid Koester
Eaquals Staff	Lou McLaughlin Executive Director
	Angela Signorastri Director of Accreditation
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	Sarah Scerri Marketing & Communications Manager
Registered Office	1 st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN
Website	www.eaquals.org
Company registration	7727406, incorporated on 3 August 2011 (England & Wales)
Charity registration	1143547 (England & Wales)
Independent examiner	Julian Flitter FCA
	Goodman Jones LLP, Chartered Accountants, 1 st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN
Solicitors	Russell-Cooke
	2 Putney Hill, Putney, London SW15 6AB, England.
Bankers	Barclays Bank
	1 Churchill Place, Canary Wharf, E14 5HP, England.

Eaquals Membership

Accredited Members

(as at December 2024)

Algeria

- In-tuition

Belgium

- CLL Centres des Langues asb

Bosnia and Herzegovina

- International University of Sarajevo English Language School

Bulgaria

- AVO Language and Examination Centre

China

- Donghua University International Cultural Exchange School (Shanghai)

Colombia

- ECOS Escuela de Español

Croatia

- Linguapax Language School
- Skola stranih jezika – Ziger

Cyprus (North)

- ARUCAD Arkin University of Creative Arts and Design, English Preparatory School
- Bahcesehir Cyprus University
- EMU - Eastern Mediterranean University, Foreign Languages and English Preparatory School
- Girne American University Foundation English School

Czech Republic

- Threshold Training Associates s.r.o. and Language and Training

Estonia

- The Language School in Down-Town

France

- ALPADIA Lyon
- Alpha.b Institut Linguistique
- Centre International d'Antibes
- EF Ecole Internationale de Francais-Nice
- EF Ecole Internationale de Francais-Paris
- ILA (Institut Linguistique Adenet)/Easy French
- IS Aix-en-Provence

Germany

- ALPADIA Language Schools, Berlin
- ALPADIA Language Schools, Freiburg
- EF Internationale Sprachschule Berlin
- EF Internationale Sprachschule München
- GLS Campus Berlin – International House
- ISD-Freiburg - Internationales Sprachzentrum Dialogo
- Speexx

Greece

- Doukas School, The Department of Foreign Languages
- Glossomatheia Language Learning & Research Center

Ireland

- Active Language Learning
- Apollo Language Centre
- ATC Language School
- Atlas Language Centre
- Bridge Mills Galway Language Centre
- Castel International Education
- Centre of English Studies, Dublin
- Centre of English Studies, Cork
- Cork English College
- DCAS
- Dorset College
- Emerald Cultural Institute, Dublin
- Future Learning Language School (Dublin)
- Future Learning (Athlone)
- Galway Cultural Institute
- International House Dublin

Eaquals Membership

- ISI Dublin
- NED Dublin
- NED Limerick
- Rightword Language Institute
- SEDA College, Dublin
- SEDA College, Cork
- Swan Training Institute
- Your English Language School

Italy

- Alpha beta Piccadilly
- British School of Trieste
- Cim-Bell
- CLUSS-Centro Linguistico Universita per Stranieri di Siena
- EF Centro Linguistico, Rome
- Frassati - Cooperativa sociale Pier Giorgio
- The Language Grid
- The London School

Japan

- EF International Language Centres, Tokyo
- Hokkaido Japanese Language School

Kuwait

- Australian University, Kuwait

Luxembourg

- PROLINGUA Language Centre

MALTA

- ACE English, Malta
- BELS Gozo
- BELS Malta
- EF International Language Campuses, Malta
- English Domain
- European School of English, Malta
- International House Malta-Gozo
- Maltalingua School of English
- NSTS English Language Institute

Montenegro

- Oxford Centar International Language Centre

North Macedonia

- Filos LLC export import School of Foreign Languages

Poland

- Jagiellonian University, Language Centre
- Krakow University of Economics, Language Centre
- Language Centre Jagiellonian University Collegium Medicum
- Lodz University of Technology, Language Centre
- Warsaw Technology University, Foreign Language Centre

Portugal

- CIAL Centro de Linguas

Qatar

- Qatar International Academic for Security Studies Language School

Romania

- Britanica Learning Centre
- International House Bucharest

Saudi Arabia

- English Language Institute, Princess Nourah Bint Abdulrahman University
- Yanbu English Language Institute, Royal Commission Colleges and Institutes
- King Faisal Air Academy

Serbia

- Tom & Emma School of English

Slovakia

- The Bridge School

South Africa

- EC English Cape Town
- EF International Language Campuses Cape Town
- Good Hope Studies

South Korea

- EF International Language Campuses

Spain

- British Institute of Seville
- EF Centro Internacional de Idiomas, Malaga
- EF Centro Internacional de Idiomas, Barcelona
- Hispania, escuela de español
- O'Clock Idiomas
- International House Madrid
- Lacunza, International House San Sebastian
- Malaca Instituto

Switzerland

- ALPADIA Montreux
- Bell Switzerland SA
- LSI Switzerland AG

Turkey

- Acibadem MAA University, Foreign Languages Department Preparatory English Programme
- Adana Gundogdu College
- Bilkent University English Language Preparatory Program
- Bogazici University
- Bursa Technical University, SFL
- Bursa Uludag University
- Fatih Sultan Mehmet Vakif University, Foreign Languages Department
- Gazi University College of Foreign Languages, Department of Basic Languages
- Isik University School of Foreign Languages
- MEF University School of Foreign Languages
- Ozyegin University School of Languages
- Piri Reis University
- Private Sinav Schools-Ankara
- Sabanci University School of Languages
- Sivas Cumhuriyet University, School of Foreign Languages
- TED Antalya Koleji, Foreign Languages Department
- Terakki Foundation School
- Üsküdar University, Foreign Languages Coordinatorship
- Yuce Schools

Ukraine

- NOVAMOVA International Language School
- United Arab Emirates
- Eton Institute (Dubai & Abu Dhabi)

United Kingdom

- Centre of English Studies Leeds
- Centre of English Studies Wimbledon
- Centre of English Studies Worthing
- International House - Torquay International School
- International House London
- International House Newcastle
- NILE Norwich Institute for Language Education

Associate Members

Austria

- CEBS Center fur berufsbezogene Sprachen

Bulgaria

- OPTIMA Bulgaria

Germany

- g.a.s.t. TestDaF-Institut
- Goethe Institut HQ
- telc GmbH

Greece

- QLS Panhellenic Association of Accredited Quality Language Schools

Ireland

- Quality & Qualifications Ireland
- English Education Ireland

Italy

- AISLi, the Italian Association of Quality Language Schools

Netherlands

- Educational Testing Service Global BV

Eaquals Membership

Portugal

- Camoes Instituto da Cooperacao e da Lingua

Romania

- Romanian Association for Quality Language Services (QUEST)

Serbia

- Association of Language Schools of Serbia (YALS)

Slovakia

- TrackTest

Spain

- Instituto Cervantes
- FEDELE

Sweden

- The Swedish Association of Accredited Language Training providers

Switzerland

- Avallain AG

Turkey

- Plused Egitim Bilisim Danismanlik Hizmetleri San VE TIC Ltd Sti

United Kingdom

- British Council
- Cambridge Assessment English
- Euroexam International
- LanguageCert ESOL Qualifications
- Macmillan Education
- NOCN
- Oxford University Press
- Pearson Education
- Trinity College London
- United States
- Avant Assessment
- Global Seal of Bilingualism
- Language Testing International - LTI

Worldwide

- Altissia
- International House World Organisation

Project Partners

Italy

- CVCL Universita per Stranieri di Perugia

Introduction

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2024.

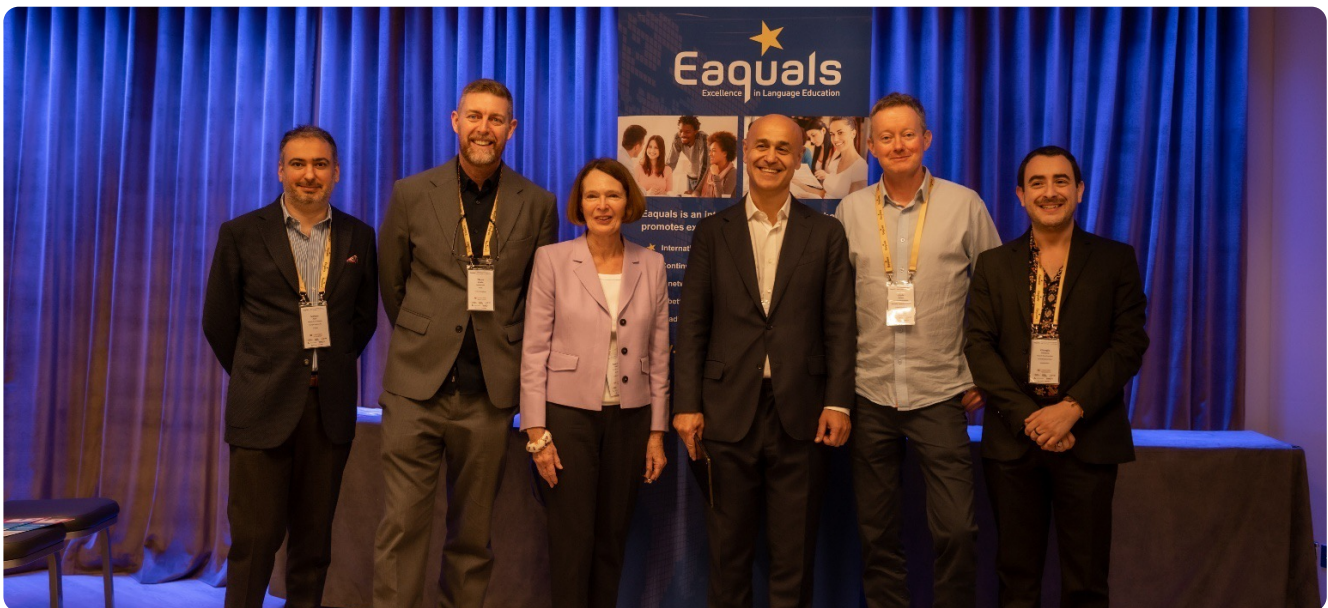
The financial statements have been prepared in accordance with the accounting policies set out on pages 29 to 33 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with a view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at a global level.



Members of The Eaquals Board of Trustees at the Annual Conference in Lisbon, Portugal (April 2024)

L-R: Serkan Aras, Thom Kiddle, Sarah Aitken, Erdem Hacifazlioglu, Chris Moore, Giorgio Iemmolo.

Inspection & Accreditation

Equals Accreditation

Accreditation by Equals is the primary way in which language education institutions can demonstrate compliance with high international standards. Equals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2024 Version 7.3 of the Scheme was launched. In response to an increased interest in Equals accreditation from Higher Education institutions, Equals developed a new scheme for this sector which was successfully piloted at the end of 2020. To address the needs of the growing sector of online language education, in 2021 Equals developed a Scheme to accredit Online Providers. This suite of these 3 inspection schemes makes up the complete Equals Accreditation & Inspection Scheme as follows:

Equals Inspection Scheme Version 7.3 is aimed at:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

Equals Inspection Scheme for Higher Education is designed to accredit university language centres and language departments which offer language training programmes to undergraduate, graduate, and postgraduate students. It is addressed at:

- universities where completion of language programmes is a requirement for graduation
- English as a Medium of Instruction universities which run foundation programmes

Equals Inspection Scheme for Online Providers is addressed at language centres which offer online language training programmes. delivered synchronously, asynchronously, or both. Language courses offered by Online Providers must include a significant proportion of tutor moderation and student interaction in addition to online content. The Scheme does not apply to language centres which offer face-to-face tuition in addition to online or blended courses. They are accredited under 7.3 Version of the Inspection Scheme.

The Equals Quality Standards for the three Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning/Learning and Learning Management
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.3, and a similar set of documents are in place for the Scheme for Higher Education institutions and the Scheme for Online Providers.

Membership of Equals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Equals inspection process also offers groups of centres a reliable and straightforward way to ensure common quality standards within and across national boundaries. While national accrediting bodies may concentrate on their home language, Equals accredits teaching and teacher training across any language.

Additionally, Equals assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

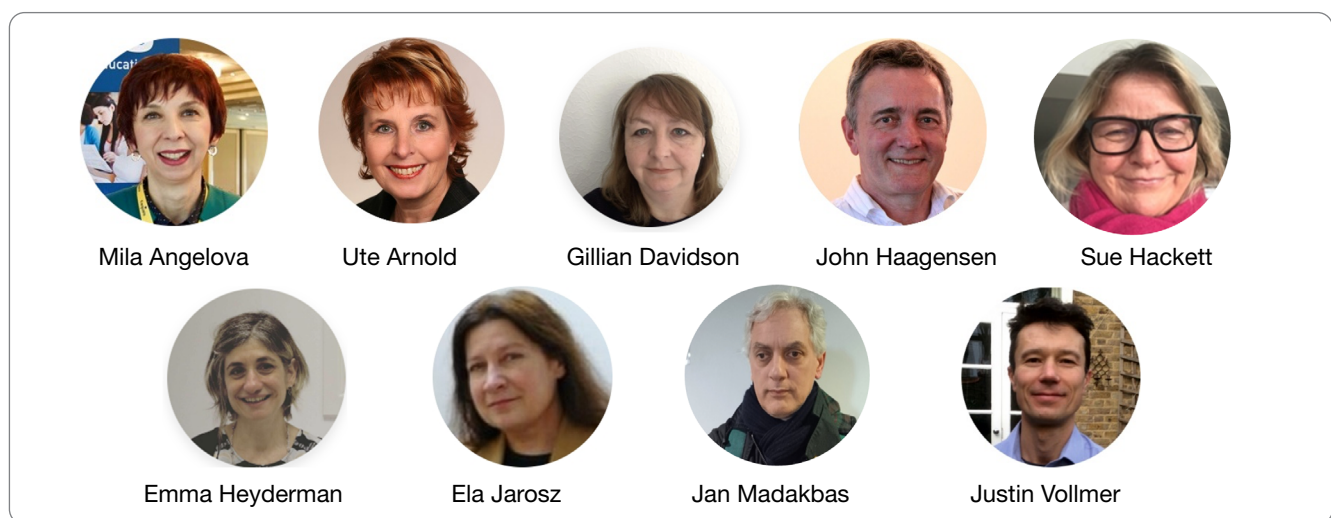
Equals Inspectorate

The Inspectorate has a high professional profile. Equals inspectors are themselves language education professionals with considerable managerial

and international experience covering a wide range of markets and languages. Inspectors are appointed for a period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the Equals Inspection Scheme together with the capacity to objectively evaluate a language centre's performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for Equals Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuing Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 56 inspectors; 39 are freelance inspectors and 17 are employed by accredited members.

Equals Accreditation Panel

Under the guidance of the Director of Accreditation, the Accreditation Panel of 8 senior inspectors ensures that Equals' Quality Standards are consistently applied. It moderates all inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.



Equals Accreditation Panel, 2024

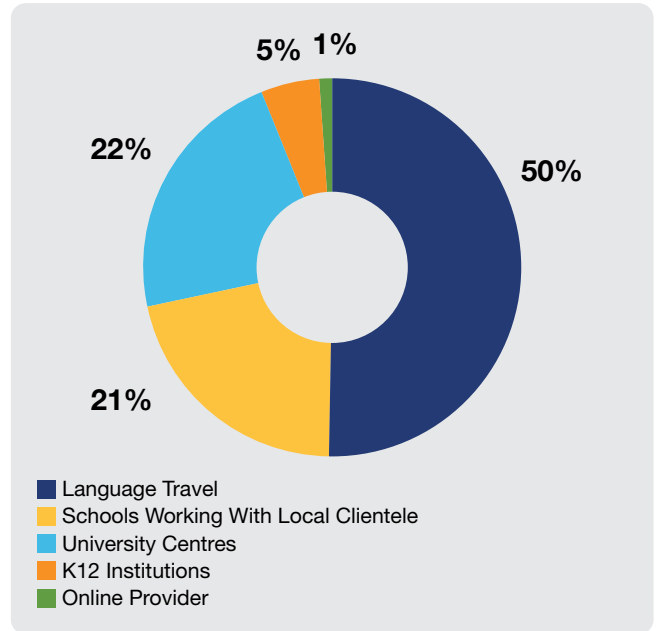
Membership

Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2024, there are 134 accredited members: teaching 26 languages in 36 countries on 4 continents.

- 67 intensive LECS
- 28 extensive LECS
- 7 K12 LECS: Turkey (5), Greece (1), Italy (1)
- 2 online-only language providers: Italy (1), Germany (1)
- 30 university centres: Turkey (14), Poland (5), North Cyprus (4), Saudi Arabia (3), Bosnia and Herzegovina (1), China (1), Italy (1), Kuwait (1)



Associate Members & Project Partners

Eaquals has, as of 31 December 2024, 33 Associate Members based in 18 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g., Instituto Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there is 1 organisation which is a Project Partner. The Project Partner does not have voting rights within Eaquals but makes an important contribution to our network and academic work.

Individual Members

Eaquals also has a number of individual members (75 in 2024). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Eaquals' mission and projects. Individual members do not have voting rights.



Eaquals Associate Members

Conferences & Events

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of

Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2024

The Eaquals Annual Conference 2024 took place in Lisbon, Portugal from the 11th-13th April 2024 and was well attended by both members and non-members from within the international education sector. Witnessing a notable increase in attendance reminiscent of pre-COVID times, the event gathered over 270 participants from over 33 countries across 6 continents, reflecting its diverse and inclusive nature. Notably, a significant portion of attendees were first-time participants, signalling the conference's continued appeal to newcomers.



Attendees at the 2024 Annual Conference



Attendees at the 2024 Annual Conference

The conference showcased a diverse programme, spanning management training in language education and inspector training on the first day, followed by the official opening on the second day. Lou McLaughlin,

Executive Director of Eaquals, alongside Thom Kiddle, Chair of the Eaquals Board of Trustees, warmly welcomed attendees during the opening ceremony.



Eaquals 2024 Teacher Award Recipient, Mohsen Askari

Conferences & Events

A highlight of the event was the recognition of outstanding contributions within the field of language education. The Equals Teacher Award was presented to Mohsen Askari, honouring his exemplary dedication and impact in the classroom. Additionally, the conference celebrated recipients of the Equals

Scholarship, which supports institutions facing challenging business environments, unfavourable exchange rates, and local political issues. This year's deserving recipients include Serpil Öz, Mehtap Özer Isovici, Nursel Çetinkaya, Vladlena Tcherkachina, and İlkem Kayıcan Dipcin.



Equals 2024 Scholarship Award Recipients

The themes of this year's Equals Conference were thoughtfully curated to address key areas in language education. From best practices in teaching and learning to course design, CEFR & assessment, leadership & management, CPD, and the buzz-worthy topic of AI developments in language education,

attendees were treated to a comprehensive programme. Professionals from the language industry shared valuable insights, expertise, and practical examples, equipping participants with actionable strategies to implement upon their return.



Attendees at the Equals Annual Conference 2024



Furthermore, the Language Assessment Professionalisation Programme (LAPP), developed in collaboration with ALTE was launched at the conference. This innovative course focuses on fundamental assessment principles, introducing best practices and key considerations sourced from

the European Profiling Grid (EPG) and the ALTE Principles of Good Practice 2020. Designed to be engaging, diverse, and goal-oriented, the LAPP offers participants a valuable opportunity to enhance their skills in evaluating students' language competencies.



Attendees at the Eaquals conference 2024

Reflecting on the event, Lou McLaughlin, Executive Director of Eaquals said:

“We were absolutely thrilled to welcome so many attendees from within the industry and were delighted with the quality of the presentations delivered by both members and non-members. It really was a

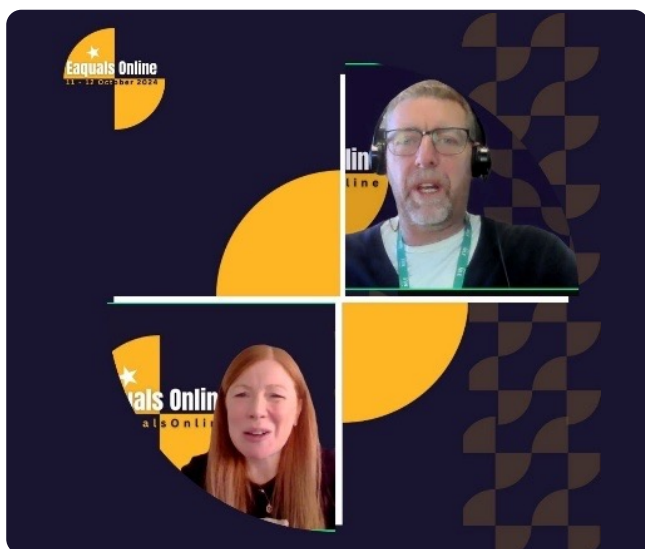
vibrant hub where best practice was shared and emerging trends such as AI were delved into in-depth showcasing the knowledge and expertise within the network.”

The next Eaquals annual international conference will be held in Malta from 27th-29th March 2025.

Conferences & Events

Eaquals Online 2024

Eaquals Online, which brought together over 315 language education professionals from across the globe, ran over two days on 11th-12th October 2024.



Held virtually over two days, the event continues to solidify its reputation as a must-attend gathering for those dedicated to advancing quality practices in language teaching. This year's theme, "Quality Practices in Language Teaching," explored the latest strategies, trends, and innovative approaches in the field.


The event opened with a warm welcome from Lou McLaughlin, Eaquals Executive Director, and Thom Kiddle, Eaquals Chair, who introduced plenary speaker Dr. Hakan Tarhan. Dr. Tarhan delivered a compelling two-part plenary talk focused on the integration of artificial intelligence (AI) in English Language Teaching (ELT).



In addition to the insightful plenary sessions, this year's event featured 30 distinguished speakers from the Eaquals network, each offering valuable knowledge and experience. The speakers shared proven strategies, case studies, and cutting-edge trends, designed to inspire participants and elevate their teaching practices. Presentations covered a diverse range of topics, including the role of emotional regulation in language learning, the use of AI and technology in the classroom, and innovative approaches to multilingualism. Sessions introduced practical tools like educational videos, humanistic approaches for teaching teenagers, and creative methods such as drama and Kamishibai storytelling to boost student engagement. Educators were encouraged to embrace student-centered teaching, incorporate life skills, promote plurilingual and intercultural education, and explore the ethical use of AI in classrooms, all while focusing on inclusivity and effective assessment practices.

Eaquals AGM 2024

The Eaquals 2024 online AGM took place on 9th April 2024. Thanks were given to Susanna Dammann, Nergis Uyan and Adam Donoghue who stepped down from the board and incoming trustees, Erdem Hacifazlioglu, Sarah Aitken and Serkan Aras, were welcomed to the Eaquals Board.



EAQUALS ANNUAL GENERAL MEETING



Executive Director, Lou McLaughlin, provided an overview of the projects and developments over the last 12 months which included

- updates on Eaquals frameworks,
- renewal of affiliate status with ENQA (European Association for Quality Assurance in Higher Education),
- Eaquals' official recognition as an accrediting body by YOKAK, the Turkish Higher Education Council,
- and the progress made in Eaquals-ALTE joint project, LAPP (Language Assessment Professionalisation Programme).

The Executive Director also welcomed the new Director of Accreditation, Angela Signorastrì, who joined the team in January 2023.

Eaquals Development & Projects

Eaquals Webinar & Plurilingual Webinar Series 2024

The webinar series for 2024 provided a wide range of topics which were of relevance for teachers and teacher trainers as well as those involved in academic management. All of the webinar sessions were recorded and available to all afterwards for further viewing and to share and disseminate to colleagues.

In addition to the standard webinar series run in English, Eaquals also ran a [Plurilingual Webinar Series](#) for 2024 which delivered webinars in Spanish, French, German, and Italian. All of the webinars which were delivered were recorded and available to members in their area of the Eaquals website.

MONTH	LANGUAGE	SPEAKER	WEBINAR TITLE
JANUARY	English	Duygu Erdogan & Semih Irfaner	Accessibility through AI for differentiation
	German	Gulay Birinci	Effektives LMS-Design (Moodle)
FEBRUARY	English	Dr Gulcin Cosgun	Empowering Educators: A Roadmap to Effective Research in Teaching
	Italian	Sara Talacchia	Risvegliare la Creatività nell’Insegnamento delle Lingue: Un Viaggio Attraverso lo Storytelling
	French	Jennifer Carson	Développer les compétences du 21e siècle grâce aux échanges virtuels
MARCH	English	Sultan Zeydan	Leading the Way: Inclusive Schooling
	Spanish	Ervin Daleth Ostos Dantos	Producción Escrita utilizando Chat GPT
	Italian	Irene Campari	Le competenze del 21 secolo nella classe di italiano con un pizzico di teatro.
MAY	English	Abeer Ali Okaz	A Roadmap to PD
	French	Olga Sokolova	La lecture extensive/ lecture active: enjeux communicatifs et maîtrise de la langue.
	Spanish	Ervin Daleth Ostos Dantos	Diseño efectivo de LMS (Moodie)
JUNE	English	Kezban Altuntaş Özben	Leveraging Matrices to Foster 21 st Century Skills in ELT Classrooms
	Italian	Irene Campari	AI nella classe di italiano.
SEPTEMBER	English	Canan Saban	Enhancing Learning in Mixed Ability Classrooms Using Differentiation Strategies
	Spanish	Elisa Villasenor Moreno	¿Y si el diablo es mi ángel de la guarda?
NOVEMBER	English	Sue Hackett	Surfing the Wave of Artificial Intelligence to enhance language learning (rather than circumnavigating it!)
	French	Venceslas Staniszewski	Dynamiser les pratiques de classe à l’oral et à l’écrit.
DECEMBER	English	Tugba Yildirim Kumbasar	A Cross-Cultural Communication Mini Project
	English	Jennifer Carson	Developing 21 st Skills with Virtual Exchanges

LAPP | Language Assessment Professionalisation Programme

LAPP is a joint project by Eequals and ALTE (Association of Language Testers in Europe) providing a self-access online course aimed at those teachers who are keen to develop and expand their skills in assessing student language proficiency.

The online course focuses on basic principles and good practice in language assessment, and draws on the European Profiling Grid (EPG) and the ALTE Principles of Good Practice 2020. The course is hosted by mint digital and is free to any language teacher worldwide. The project group continues to work on the course to improve it to be able to offer it in various languages in addition to its English version.

Eaquals Consultancy & Training

Eaquals continued to provide external consultancy throughout 2024 which was overseen by the Executive Director. Consultancy projects included quality assurance audits, syllabi review and CEFR alignment in course design and assessment. Clients ranged from national ministries of education to private schools and universities, from Türkiye to the Philippines.

Eaquals Member Event Fund

Throughout 2024 Eequals offered financial support to a number of members who were running events and training programmes at local, regional and national levels. The recipients of the funding for 2024 are listed below and all of the reports from the individual recipients are available on the Eequals website. This annual funding scheme is open to all members through a call for applications, and recipients are chosen by the Eequals executive team.

AISLI (Italy)

Bahçeşehir Cyprus University (Cyprus)

The Bridge (Slovakia)

Fatih Sultan Mehmet Foundation University (Turkey)

FEDELE (Spain)

Optima (Bulgaria)

Özyeğin University (Turkey)

QLS (Greece)

QUEST Romanian Association for Quality Language Services (Romania)

YALS (Serbia)

Partnerships

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Eaquals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Eaquals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Eaquals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues and has worked closely with its Language Policy Unit on developments related to the Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR), the European Language Portfolio (ELP), and language provision for adult migrants. Members of Eaquals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Eaquals and ALTE (<http://www.alte.org/>) co-operated to develop the Eaquals-ALTE European Language Portfolio, the first electronic ELP to be accredited by the Council of Europe. Both associations are now working on the LAPP project previously outlined.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Eaquals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Eaquals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Eaquals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Eaquals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

Green Standard Schools (GSS)

In May 2021, Eaquals was signed a Memorandum of Understanding with GSS. As part of the agreement, GSS Chair, Jonathan Dykes, delivered a webinar on GSS for members and he was joined by Eaquals member, ACET, who are the first GSS accredited school in Ireland.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Eaquals is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Eaquals inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Eaquals maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which develops standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general.

International House World Organisation (IHWO)

Eaquals and IHWO have an agreed MOC which takes into account both the IH inspection scheme as well as the Eaquals Accreditation scheme.

LanguageCert

Eaquals were pleased to sign an MoU with Language Cert in 2019. LanguageCert have been Eaquals Associate Members for quite a while and this relationship will be developed further over the coming years. As part of the agreement, a joint webinar is run on an annual basis for both members and non-members.

Macmillan Education

Eaquals and Macmillan announced that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associate Members. This developed into a signed co-operation agreement in 2023.

Eaquals Participation in the Wider Community

Events With Eaquals Participation in 2024

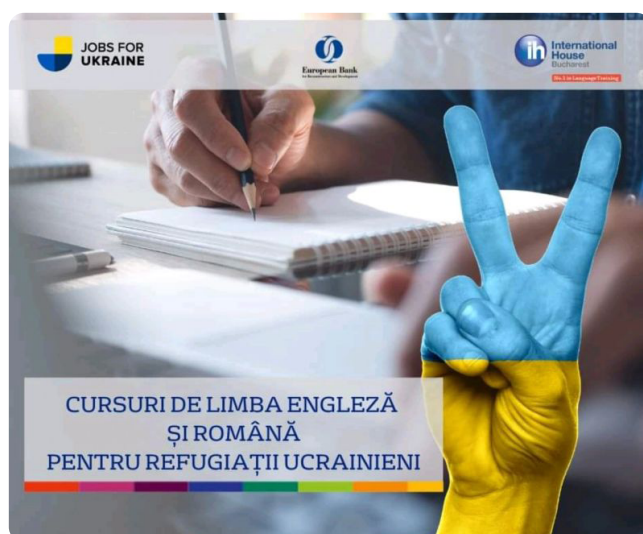
In order to promote Eaquals, our members and our wider quality ethos, Eaquals was represented at the events listed below:

- Sinav Schools, Customize to Personalize Language Development 2nd International Summit (K12), Istanbul (Türkiye) | January 2024
- (Re)Defining Institutional Effectiveness: Agility & Adaptability (HEI), Istanbul (Türkiye) | January 2024
- (Re)Defining Institutional Effectiveness: AI in the Language Classroom (HEI Event), Ankara (Türkiye) | February 2024
- Gazi University Presentation & Accreditation Ceremony, Ankara (Türkiye) | February 2024
- “Teacher Recruitment and Retention: From Strategy to Day-to-Day Operations” LAMSIG PCE & IATEFL Conference (UK) | April 2024
- “Challenges of ELT Today” Conference (part of Member Event Fund), Athens (Greece) | April 2024
- (Re)Defining Institutional Effectiveness: Management in Language Teaching Institutions, Cyprus | May 2024
- ESOL 1 & 2 Launch & Panel Session – CMETB (Cavan & Monaghan Education & Training Board), QQI (Ireland) | June 2024
- Higher & Further Education Conference, English UK, Birmingham (UK) | June 2024
- GAELA AGM & Study Travel Awards, London (UK) | September 2024
- British Council Forum, Ankara (Türkiye) | September 2024
- Gazi University International Conference on Language & Applied Linguistics (Online) | October 2024 (Ludka Kotarksa)

- ELT Council Conference, Malta | October 2024
- ICEF Berlin (Germany) | November 2024
- ENQA (European Association for Quality Assurance in Higher Education) General Assembly, Malta | October 2024
- QQI Conference, Dublin (Ireland) | November 2024
- European Centre for Modern Languages Forum & PNF (Professional Network Forum) Meeting, Graz (Austria) | December 2024

Eaquals Supporting Ukranian Refugees

In response to the ongoing war in Ukraine, Eaquals continued to invite members to share their initiatives via the Eaquals website so that all resources were available within the network. Eaquals Accredited Member, EF, designed an app which Eaquals was able to share within the membership. In addition, Eaquals promoted the dedicated webpage which was launched by the ECML with guidance and resources for all those supporting the (linguistic) integration of refugees from Ukraine, both into school systems and into the workplace. IH Bucharest continued to assist with language provision for Ukranian refugees in Romania. These were just some of the ways our members worked to support those affected.



Report on Strategy

In January 2023, the Equals Trustees and staff came together to develop the Equals Strategy Documents 2023 – 2028.

Equals Mission

We foster excellence in language education across the world by providing quality assurance, leadership, guidance and support to governments, teaching institutions and individuals.

Equals' Aims

- To improve the experience of language learners by developing quality standards for the teaching of modern languages.
- To deliver accreditation against these standards for providers of language education.
- To develop practical resources and offer training and support for those working in the field of language education.
- To foster formal and informal relationships and collaborative activities with a range of institutions and individuals to further the Equals mission.

Equals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service

The Equals 2023-2028 Strategy comprises the following strategic objectives:

- To grow the accredited membership, maintaining and extending its geographical and sector diversity.
- To build the Equals brand across the global education landscape.
- To continue developing and promoting valued and valuable services for our members.
- To create opportunities for discussion on quality assurance and language education at a local, national and international level.

The Executive Director is responsible for implementing the strategic development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific Achievements in 2024

- The continued promotion of high standards by providing practical professional support to Equals members through online resources, member meetings, networking, and general opportunities for input into best practice.
- The continued growth of the association by increasing the number of associate members.
- The development of Equals' external consultancy and training services in specific areas of expertise.
- The delivery of the Equals Webinar Series 2024 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.

Report on Strategy

- The continued delivery of the Eaquals Plurilingual Webinar Series 2024 which delivered webinars in Spanish, French, Italian and Arabic.
- The successful running of the Eaquals Online 2024 event for both members and non-members.
- The continued development of the Eaquals website reorganisation and updating of resources.
- The continued development of communications about Eaquals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running regular social media campaigns to engage members. This has allowed us to strengthen our own links to members and has also helped to strengthen our membership networks.
- The continuation of individual member meetings as well as country-level meetings to engage with members and ensure that their views are taken into account in relation to forward planning around events and resources.
- The addition of policy documents and Eaquals Guarantees on the Eaquals website in additional languages: Spanish, Italian, Russian, French, German, Japanese, Czech, Romanian and Polish.
- The maintenance and development of the Eaquals Monthly Newsletter. This has continued to provide a summary of monthly developments within Eaquals e.g. where we have been, new members, new agreement, new projects, new developments, member news and updates.

Further details and website links for all Eaquals activities can be found on our website:

www.eaquals.org

The association is very grateful to the many members who voluntarily give a good deal of their time to Eaquals activities, and this gratitude extends to their employers for their support; without this work and support Eaquals could not fulfil our mission.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2024 the reserves stood at €331,745. In 2023 this stood at €291,919. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk Management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009 issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. At the 2024 AGM, members voted to increase the 2025 membership fee by 3% to ensure the maintenance of membership numbers and income through annual fee. In addition, the association continued to monitor costs closely and limit investment in any additional projects. These measures provided the association with a surplus of €39,826 at 2024 year end. The trustees are satisfied that the association is a going concern.

Structure & Governance

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Eaquals is ultimately controlled by its voting members who elect trustees at the Annual General Meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2024 there were 134 accredited members as listed on pages 3-5 of the report.

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member is reviewed by the Executive Director and approved by the Eaquals Board of Trustees. As at 31 December 2024 there were 33 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met four times in 2023, two face-to-face meetings and two online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2024 as the independent examiner for Eaquals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eaquals.

Statement of Trustees' Responsibilities

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

Company 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and

Structure & Governance

- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 21 to 24 was approved by the trustees on 21 March 2025 and signed on their behalf by:



Thom Kiddle,
Eaquals Chair

Independent Examiner's Report

For the Year Ended 31 December 2024

Independent examiner's report to the Trustees of Eaquals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the association as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:



Dated: 21-03-25

Julian Flitter FCA
Goodman Jones LLP

1st Floor, Arthur Stanley House
40-50 Tottenham Street,
London W1T 4RN

Statement of Financial Activities Incorporating an Income & Expenditure Account

Year Ended 31st December 2024

	2024	2023
	€	€
Income from charitable activities		
Membership fees	377,297	345,011
Conferences and other member services	124,398	109,136
Consultancy and other income	106,912	98,592
Total income from charitable activities	608,607	552,739
Charitable expenditure		
Inspection costs	(163,436)	(192,440)
Conferences and other member services	(105,569)	(90,615)
Consultancy costs	(12,716)	(14,046)
Marketing, website and development	(83,945)	(72,252)
Support costs		
- Governance: trustee and committee meeting costs	(8,325)	(15,557)
- Governance: independent examiner's costs	(5,089)	(4,965)
- Other support costs	(189,701)	(174,961)
Total charitable expenditure	(568,781)	(564,836)
Net expenditure and net movement in funds for the year	39,826	(12,097)
Reconciliation of funds		
Funds brought forward	291,919	304,016
Funds carried forward	331,745	291,919

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 29 to 33 form part of these financial statements.

Balance Sheet

Year Ended 31st December 2024

	2024	2023
	€	€
Current assets		
Debtors		
- Trade debtors	11,332	19,333
- Prepayments	66,636	16,734
Cash at bank and in hand	359,065	342,180
	437,033	378,247
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(12,732)	(25,072)
- Accruals and income received in advance	92,576	(61,256)
	105,288	(86,328)
Net assets	331,745	291,919
Total funds: all general fund (unrestricted)	331,745	291,919

The notes on pages 29 to 33 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2024. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 21 March 2025 and were signed on its behalf by:



Serkan Aras, Treasurer

Cash Flow Statement

Year Ended 31st December 2024

	2024	2023
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	16,885	(489)
Change in cash in the year	16,885	(489)
Cash brought forward	342,180	342,669
Cash carried forward	359,065	342,180

Notes to the Financial Statements

Year Ended 31st December 2024

1 Reconciliation of net movement in funds to net cash flow from operating activities.

	2024	2023
	€	€
Net income for the year		
(per Statement of Financial Activities)	39,825	(12,097)
Adjustment for:		
Decrease /(increase) in debtors	(41,901)	14,569
(Decrease)/ increase in creditors	18,960	(2,962)
Net cash provided by (used in) operating activities	16,885	(490)

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Notes to the Financial Statements (Cont'd)

Year Ended 31st December 2024

2 Accounting policies (continued)

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections, and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the Financial Statements (Cont'd)

Year Ended 31st December 2024

2 Accounting policies (continued)

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

Notes to the Financial Statements (Cont'd)

Year Ended 31st December 2024

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Julie Wallis was remunerated in 2024 for non-trustee work carried out: €1675 (2023: €3,400) as an inspector, Nergis Uyan was remunerated €325 (2023: €1000) as an inspector, and Serkan Aras was remunerated €625 (2023: €0) as an inspector.

9 trustees were reimbursed travelling expenses of €6,306 during the year in relation to their duties as trustees (2023: 8 trustees were reimbursed €10,900). In addition, 3 trustees were reimbursed €966 for travelling expenses relating to inspections (2023: 2 trustees were reimbursed €623).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Thom Kiddle (Chair) and Serkan Aras (Treasurer). None of these received any remuneration in 2024 or 2023.

Two staff members are key management personnel. In 2024 they were paid €122,950 in total, plus €10,937 social security contributions (2023: 2 staff were paid €119,369 in total, plus €13,940 social security contributions).

5 Staff costs

	2024	2023
	€	€
Salaries and fees	202,811	200,659
Social security costs	19,961	22,643
Total staff costs	222,772	223,302
Average number of staff (full time equivalent)	5.1	5.1

There was 1 employee paid above £60,000 (€70,000) in 2023. There is 1 employee paid above £60,000 (€70,000) in 2024.

Notes to the Financial Statements (Cont'd)

Year Ended 31st December 2024

6 Deferred income

	€
Balance included in current liabilities at 31 December 2023	56,290
Released to income in 2024	(56,290)
Income received in 2024 relating to activities in 2025	87,319
Balance included in current liabilities at 31 December 2024	87,319

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association stopped leasing the administrative office in Budapest, Hungary as of November 2024. The association now leases a storage unit in Budapest, Hungary on an annual basis.

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2024 or 2023 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 165 members as at 31 December 2024.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London, UK, W1T 4RN, United Kingdom

www.eaquals.org

Email: info@eaquals.org



EAQUALS

England & Wales - Charity number 1143547

Accounts

Trustees' Report & **Financial Statements**

Evaluation & Accreditation of Quality Language Services





EAQUALS

(Evaluation & Accreditation of Quality Language Services)

A company limited by guarantee

Trustees report and financial statements

Year ended 31 December 2023

Company registration number (England & Wales): 7727406

Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

Postal address: PO Box 1202/95 Budapest H-1380 Hungary

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REFERENCE INFORMATION

Trustees Thom Kiddle (Chair) | Norwich Institute for Language Education, England
Adam Donoghue (Treasurer) | Freelance
Susanna Dammann | Freelance
Nergis Uyan | Ozyegin University, Turkey
Julie Wallis | The London School, Italy
Chris Moore | Specialist Language Courses, England
Chris Farrell | Centre of English Studies, Ireland (until 26.01.2023)
Giorgio Iemmolo | EF International Language Centres
Silvana Richardson | BELL (from 12.04.2023)

Accreditation Panel

Sarah Aitken
Mila Angelova
Ute Arnold
Gillian Davidson
John Haagensen
Emma Heyderman
Elzbieta Jarosz
Justin Vollmer

Associate Membership Committee

Peter Brown (Chair) (until 10/2023)
Michael Carrier (until 10/2023)
Frank Heyworth (until 10/2023)
Galya Mateva (until 10/2023)
Julie Wallis (until 10/2023)

Eaquals Ombudsman

Ingrid Koester

Eaquals Staff

Lou McLaughlin | Executive Director
Angela Signorastri | Director of Accreditation
Anna Andor | Services Manager
Vivi Koszegi | Administrative Assistant
Sarah Scerri | Marketing & Communications Manager

Registered Office

29/30 Fitzroy Square, London, W1T 6LQ, England.

Website	www.eaquals.org
Company registration	7727406, incorporated on 3 August 2011 (England & Wales)
Charity registration	1143547 (England & Wales)
Independent examiner	Julian Flitter FCA Goodman Jones LLP, Chartered Accountants, 29/30 Fitzroy Square, London, W1T 6LQ, England.
Solicitors	Russell-Cooke 2 Putney Hill, Putney, London SW15 6AB, England.
Bankers	Barclays Bank 1 Churchill Place, Canary Wharf, E14 5HP, England.

EAQUALS MEMBERSHIP

Accredited Members

(as at December 2023)

Algeria

In-tuition

Belgium

CLL Centres des Langues asb

Bosnia and Herzegovina

International University of Sarajevo English Language School

Bulgaria

AVO Language and Examination Centre

China

Donghua University International Cultural Exchange School (Shanghai)

Colombia

ECOS Escuela de Español

Croatia

Linguapax Language School

Skola stranih jezika – Ziger

Cyprus (North)

ARUCAD Arkin University of Creative Arts and Design, English Preparatory School

Bahcesehir Cyprus University

EMU - Eastern Mediterranean University, Foreign Languages and English Preparatory School

Girne American University Foundation English School

Czech Republic

Threshold Training Associates s.r.o. and Language and Training

Estonia

The Language School in Down-Town

France

ALPADIA Lyon

Alpha.b Institut Linguistique

Centre International d'Antibes

EF Ecole Internationale de Francais-Nice

EF Ecole Internationale de Francais-Paris

ILA (Institut Linguistique Adenet)/Easy French

IS Aix-en-Provence

Germany

ALPADIA Language Schools, Berlin

ALPADIA Language Schools, Freiburg

EF Internationale Sprachschule Berlin

EF Internationale Sprachschule München

GLS Campus Berlin – International House

Speexx

Greece

Doukas School, The Department of Foreign Languages

Glossomatheia Language Learning & Research Center

Ireland

ACET (Cork Language Centre International)

Active Language Learning

Apollo Language Centre

ATC Language School

Atlas Language Centre

Bridge Mills Galway Language Centre

Castel International Education

Centre of English Studies, Dublin

Cork English College

Dorset College

Emerald Cultural Institute, Dublin

Future Learning Language School (Dublin)

Future Learning (Athlone)

Galway Cultural Institute

International House Dublin

NED Dublin

NED Limerick

Rightword Language Institute

SEDA College, Dublin

Swan Training Institute

Your English Language School

Italy

Alpha beta Piccadilly

British School of Trieste

CLM-Bell

CLUSS-Centro Linguistico Universita per Stranieri di Siena

EF Centro Linguistico, Rome

Frassati - Cooperativa sociale Pier Giorgio

The Language Grid

The London School

Japan

EF International Language Centres, Tokyo

Hokkaido Japanese Language School

Kuwait

Australian College of Kuwait

Latvia

Education Centre DURBE

Luxembourg

PROLINGUA Language Centre

MALTA

ACE English, Malta

EF International Language Campuses, Malta

English Domain

European School of English, Malta

International House Malta-Gozo

Maltalingua School of English

NSTS English Language Institute

Montenegro

Oxford Centar International Language Centre

North Macedonia

Filos LLC export import School of Foreign Languages

Poland

Language Centre Jagiellonian University Collegium Medicum

Language Centre of Krakow University of Economics

Lodz University of Technology Language Centre

The Language Centre Jagiellonian University

Warsaw Technology University

Portugal

CIAL Centro de Linguas

Qatar

Qatar International Academic for Security Studies Language School

Romania

Britanica Learning Centre

International House Bucharest

Saudi Arabia

English Language Institute, Princess Nourah Bint Abdulrahman University

Yanbu English Language Institute, Royal Commission Colleges and Institutes

King Faisal Air Academy

Serbia

Tom & Emma School of English

Slovakia

The Bridge School

South Africa

EC English Cape Town

EF International Language Campuses Cape Town

Good Hope Studies

South Korea

EF International Language Campuses

Spain

British Institute of Seville
EF Centro Internacional de Idiomas, Malaga
EF Centro Internacional de Idiomas,
Barcelona
Hispania, escuela de español
O'Clock Idiomas
International House Madrid
Lacunza, International House San Sebastian
Malaca Instituto

Switzerland

ALPADIA Montreux
Bell Switzerland SA
LSI Switzerland AG

Turkey

Acibadem MAA University, Foreign Languages
Department Preparatory English Programme
Adana Gundogdu College
Bursa Technical University, SFL
Bursa Uludag University
Fatih Sultan Mehmet Vakif University, Foreign
Languages Department
Isik University School of Foreign Languages
MEF University School of Foreign Languages
Ozyegin University School of Languages
Private Sinav Schools-Ankara
Sabanci University School of Languages
TED Antalya Koleji, Foreign Languages
Department
Terakki Foundation School
Yuce Schools

Ukraine

NOVAMOVA International Language School

United Arab Emirates

Eton Institute (Dubai & Abu Dhabi)

United Kingdom

Centre of English Studies Leeds
Centre of English Studies Wimbledon
Centre of English Studies Worthing
EF International Language Campuses
Cambridge
International House London
International House Newcastle
NILE Norwich Institute for Language
Education
Torquay International School

Associate Members

Austria

CEBS Center fur berufsbezogene Sprachen

Bulgaria

OPTIMA Bulgaria

Germany

g.a.s.t. TestDaF-Institut
Goethe Institut HQ

telc GmbH

Greece

QLS Panhellenic Association of Accredited
Quality Language Schools

Ireland

Quality & Qualifications Ireland
Marketing English in Ireland

Italy

AISLi, the Italian Association of Quality
Language Schools

ASILS, Association of Schools of Italian as a
Second Language

Netherlands

Educational Testing Service Global BV

Portugal

Camoos Instituto da Cooperacao e da Lingua

Romania

Romanian Association for Quality Language Services (QUEST)

Serbia

Association of Language Schools of Serbia (YALS)

Slovakia

TrackTest

Spain

Instituto Cervantes

FEDELE

Sweden

The Swedish Association of Accredited Language Training providers

Switzerland

Avallain AG

Turkey

Plused Egitim Bilisim Danismanlik Hizmetleri San VE TIC Ltd Sti

United Kingdom

British Council

Cambridge Assessment English

Euroexam International

LanguageCert ESOL Qualifications

Macmillan Education

Oxford University Press

Pearson Education

Trinity College London

United States

Avant Assessment

Global Seal of Biliteracy

Language Testing International - LTI

Worldwide

Altissia

International House World Organisation

Project Partners**Italy**

CVCL Universita per Stranieri di Perugia

INTRODUCTION

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out on pages 31 to 34 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with a view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at global level.



The Eaquals Board of Trustees at the Annual Conference in Tallinn, Estonia (April 2023)

L-R: Nergis Uyan, Silvana Richardson, Thom Kiddle, Giorgio Iemmolo, Chris Moore, Julie Wallis, Susanna Dammann

INSPECTION & ACCREDITATION

Equals Accreditation

Accreditation by Equals is the primary way in which language education institutions can demonstrate compliance with high international standards. Equals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2020 Version 7.2 of the Scheme was launched. In response to an increased interest in Equals accreditation from Higher Education institutions, Equals developed a new scheme for this sector which was successfully piloted at the end of 2020. To address the needs of the growing sector of online language education, in 2021 Equals developed a Scheme to accredit Online Providers. This suite of these 3 inspection schemes makes up the complete Equals Accreditation & Inspection Scheme as follows:

Equals Inspection Scheme Version 7.2 is aimed at:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

Equals Inspection Scheme for Higher Education is designed to accredit university language centres and language departments which offer language training programmes to undergraduate, graduate, and postgraduate students. It is addressed at:

- universities where completion of language programmes is a requirement for graduation
- English as a Medium of Instruction universities which run foundation programmes

Equals Inspection Scheme for Online Providers is addressed at language centres which offer online language training programmes. delivered synchronously, asynchronously, or both. Language courses offered by Online Providers must include a significant proportion of tutor moderation and student interaction in addition to online content. The Scheme does not apply to language centres which offer face-to-face tuition in addition to online or blended courses. They are accredited under 7.2 Version of the Inspection Scheme.

The Equals Quality Standards for the three Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning/Learning and Learning Management
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.2, and a similar set of documents are in place for the Scheme for Higher Education institutions and the Scheme for Online Providers.

Membership of Eaqals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Eaqals inspection process also offers groups of centres a reliable and straightforward way to ensure common quality standards within and across national boundaries. While national accrediting bodies may concentrate on their home language, Eaqals accredits teaching and teacher training across any language.

Additionally, Eaqals assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

Eaqals Inspectorate

The Inspectorate has a high professional profile. Eaqals inspectors are themselves language education professionals with considerable managerial and international experience covering a wide range of markets and languages. Inspectors are appointed for a period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the Eaqals Inspection Scheme together with the capacity to objectively evaluate a language centre's performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for Eaqals Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuing Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 56 inspectors; 39 are freelance inspectors and 17 are employed by accredited members.

Eaqals Accreditation Panel

Under the guidance of the Director of Accreditation, the Accreditation Panel of 8 senior inspectors ensures that Eaqals' Quality Standards are consistently applied. It moderates all inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.



Sarah Aitken



Ute Arnold



John Haagensen



Ela Jarosz



Emma Heyderman



Gillian Davidson



Mila Angelova



Justin Vollmer

Eaqals Accreditation Panel, 2023

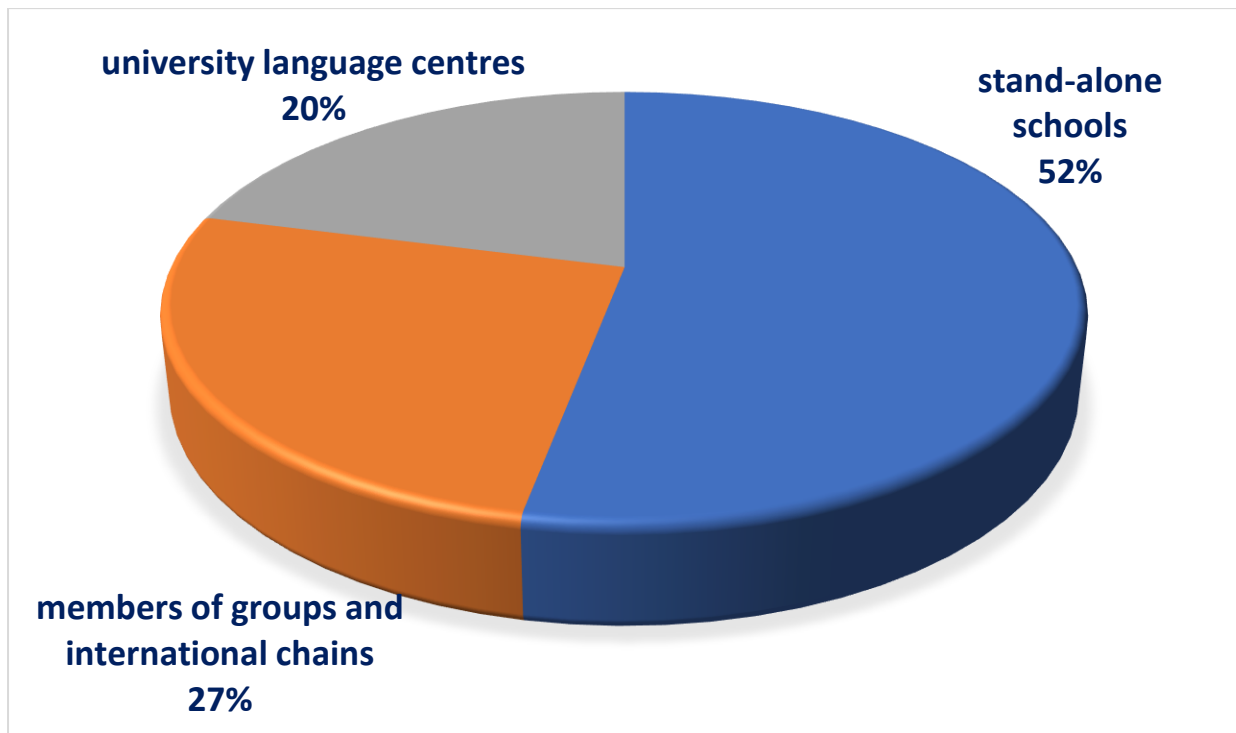
MEMBERSHIP

Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2023, there are 124 accredited members teaching 25 languages in 35 countries on 4 continents.

- 65 are single schools
- 34 LECs (Language Education Centres) belong to international chains and groups of schools
- 25 are university centres



Associate Members & Project Partners

Eaquals has, as of 31 December 2023, 33 Associate Members based in 18 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g., Instituto Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there is 1 organisation which is a Project Partner. The Project Partner does not have voting rights within Eaquals but makes an important contribution to our network and academic work.



Eaquals Associate Members

Individual Members

Eaquals also has a number of individual members (75 in 2023). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Eaquals' mission and projects. Individual members do not have voting rights.

CONFERENCES & EVENTS

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2023

The Eaquals Annual Conference 2023 took place in Tallinn, Estonia from the 27th-29th April 2023 and was well attended by both members and non-members from within the international education sector.



Attendees at the 2023 Annual Conference



Attendees at the 2023 Annual Conference

Attendees were welcomed to the conference by Eaquals Executive Director, Lou McLaughlin, and the conference was officially opened by Eaquals Chair, Thom Kiddle. A welcome address was then delivered by Erdem Hacifazlioglu of Macmillan Education who were the official platinum sponsors of the event.



Thom Kiddle, Eaquals Chair



Lou McLaughlin, Eaquals Executive Director



Erdem Hacifazlioglu, Macmillan Education

Eaquals also congratulated the recipient of the 2023 Eaquals Teacher Award, Ilkem Kayican Dipcin, although she was unable to attend the conference in person. The recipient of the Eaquals Scholarship Award 2023, Antonio Badagliacca of EF Malta, was in attendance and received his certificate during the opening ceremony.



Eaquals 2023 Teacher Award Recipient, Antonio Badagliacca

Three days of innovative presentations, workshops and discussions included a full day Management Training Workshop, delivered by Nergis Uyan and Özlem Baykan of Ozyegin University, who examined the “4 Es of Quality” linked to the Eaquals Standards and the Eaquals Academic Management Competences Framework.

The Tim Goodier opening plenary, ‘Disrupting the commonplace: embedding critical literacy within language education’, was delivered by Rose Aylett. This talk explored practical ideas to disrupt the status quo in language education, by embedding action for social justice within course design and everyday teaching practice. The closing plenary, ‘Who’s the best person to manage your teachers’ professional development?’ was delivered by Ben Knight. The session looked at the various obstacles to self-directed professional development and explored what schools could do to help their teachers overcome them and become leaders of their own professional development journey.



Attendees at the Eaquals Annual Conference 2023

Throughout these three days, attendees had the opportunity of networking at our meticulously organised evening events amongst which was the gala night. During this occasion, we also celebrated the retirement of Ludka Kotarska, from the role of Director of Accreditation. Ludka has been with Eaquals for over 25 years, during which she held different positions within the organisation. Despite retirement, she will still be conducting inspections.



Attendees at the Eaquals Gala Dinner 2023

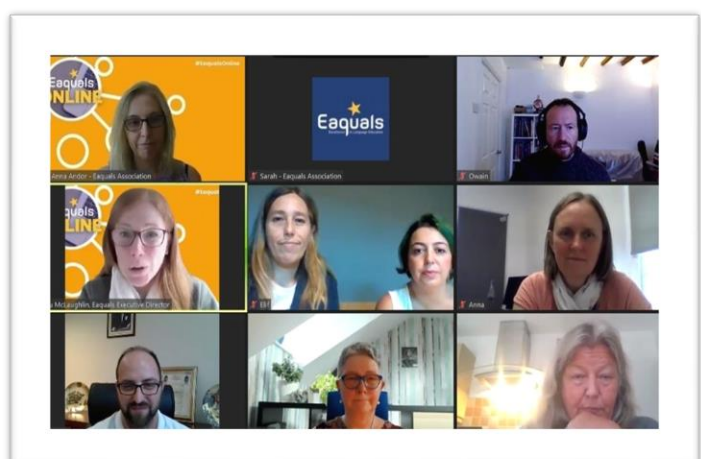
Reflecting on the event, Lou McLaughlin, Executive Director of Eaquals said:

'it is great to see the steady build-up of participants at face-to-face events and we had representatives from 36 countries around the globe. This diversity in educational backgrounds, contexts and experiences adds to the richness of the discussions, presentations and seminars at the conference and we are looking forward to adding to this in 2024.'

The next Eaquals annual international conference will be held in Lisbon, Portugal from 11th-13th April 2024.

Eaquals Online 2023

Eaquals Online welcomed participants to the online conference which ran over two days on 6th-7th October 2023.



The event was officially opened by Equals Executive Director, Lou McLaughlin, and Equals Chair, Thom Kiddle, who highlighted the main themes of the event and reflected on ongoing developments in the sector.

The programme for Equals Online focused on providing input, support, training, discussion options and case studies around strands that are of great relevance:

- Best Practice in Teaching & Learning
- The Current & Future Role of AI in Education
- Sustainability & Climate Impact

The sessions were linked together so that each strand provided an overview of the theory followed by practical and experiential reports from Equals members, and finally panel discussions to share experiences and reflections.

During the opening plenary, Owain Llewellyn looked at “*Sustainability in the Language Teaching Context*” and this explored actions that can be employed at all levels within a language teaching institution and beyond. Vicky Saumell’s plenary on the second day discussed “*AI: the future of teaching and learning*” where she focused on emerging issues relating to the use of AI in international education.

As always, Equals Online showcased the knowledge and expertise from within the Equals network. The majority of speakers were Equals members who were keen to share their experience and work together to deliver quality teaching and support learning – underpinning the Equals ethos.

Eaquals AGM 2023

The Eaquals 2023 online AGM took place on 12th April 2023. Silvana Richardson was welcomed as incoming Trustee for the first time and Chris Farrell, who stepped down from her role as Trustee after one term, was thanked for his contribution.



Executive Director, Lou McLaughlin, provided an overview of the projects and developments over the last 12 months which included updates on frameworks e.g. complete suite of 3 frameworks, updated policy documents (Code of Governance, EDI Policy) and projects e.g. Council of Europe Survey, LAPP Project and the Eaquals 2023 Webinar Series as well as the Eaquals Plurilingual Webinar Series.

The Executive Director also welcomed the new Director of Accreditation, Angela Signorastrì, who joined the team in January 2023.



Angela Signorastrì, Director of Accreditation.

EAQUALS DEVELOPMENT & PROJECTS

Eaquals Webinar & Plurilingual Webinar Series 2023

The webinar series for 2023 provided a wide range of topics which were of relevance for teachers and teacher trainers as well as those involved in academic management.



January

10.01.2023	Moving into management – what do teachers need from initial training?	Jo Gillespie
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February

07.02.2023	Beyond the First Day Welcome: Onboarding Newly Recruited Teachers Effectively	Esra Çelik Soydan
------------	---	-------------------

March

07.03.2023	How to Become a Gender Inclusive school	Serkan Aras
------------	---	-------------

May

09.05.2023	Digital education, solved: delivering your own, flexible digital programmes	Ian Johnstone
------------	---	---------------

June

06.06.2023	What if teaching kids and teens online could be even more efficient than in person?	Carsten Booth
------------	---	---------------

September

05.09.2023	A mindful approach to language lessons	Şule Bakırcan Yalçın
------------	--	----------------------

November

07.11.2023	A mindful approach to language lessons	Zeynep Oğul & Sena Elibal İçüz
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December

04.12.2023	Ready to Read	Dalia Ashraf
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www.eaquals.org

All of the webinar sessions were recorded and available to all afterwards for further viewing and to share and disseminate to colleagues. These were accompanied by a webpage which provided links to online free online resources linked to teaching and learning online.

In addition to the standard webinar series, Eaquals also ran a [Plurilingual Webinar Series](#) for 2023 which delivered webinars in Spanish, French, Italian and Arabic. These webinars were also recorded and available to members in their area of the Eaquals website.

LAPP | Language Assessment Professionalisation Programme

LAPP is a joint project by Eaquals and ALTE (Association of Language Testers in Europe) providing a self-access online course aimed at those teachers who are keen to develop and expand their skills in assessing student language proficiency.

The online course focuses on basic principles and good practice in language assessment, and draws on the European Profiling Grid (EPG) and the ALTE Principles of Good Practice 2020. The course is hosted by *mint digital* and when launched in April 2024 will be free to any language teacher worldwide.

Eaquals Resource Development Project: *Seminar materials*

This project began in 2018 and continues to develop. Members share their resources on the Eaquals website for other members to access and use. This is coordinated by Eaquals and has resulted in online ready-to-use seminars and materials which are available for use by all members. The members who have been involved to date are:

MEMBER	Seminar title
CES	Teaching vocabulary (aiding memory and recall)
St Giles	Making sense of the phonemic chart
IH Dublin	Different ways of managing feedback
NILE	Tracking Progress
Jo Watson	Expanding from the coursebook
Jo Watson	Lesson Planning
St Giles	Targeting fossilised errors
ACE English, Malta	Mobile Learning in ELT
Good Hope Studies	Developing Speaking Skills
EF Barcelona	El uso de la L1
IH San Sebastian	Teaching Young Learners
The London School	Let me CLIL you a story
The London School	Joined Up Speaking and Listening

Eaquals Consultancy & Training

Eaquals continued to provide external consultancy throughout 2023 which was overseen by the Executive Director. Consultancy projects included quality assurance audits, syllabi review and CEFR alignment in course design and assessment. Clients ranged from national ministries of education to private schools and universities, from France to the Philippines.

Eaquals | YOKAK Recognition

Over the past months, Eaquals has been working tirelessly to establish its standards as the benchmark by which quality assurance is to be measured within the language education sector in Turkiye. In May 2023, Eaquals was given recognition by the Turkish Higher Education Quality Council (THEQC) of YOKAK. We look forward to offering our expertise in the language sector to help Higher Education Institutions to develop and improve further their practices and achieve our badge of quality through our accreditation scheme specifically designed for them.

Eaquals Member Event Fund

Throughout 2023 Eaquals offered financial support to a number of members who were running events and training programmes at local, regional and national levels. The recipients of the funding for 2023 are listed below and all of the reports from the individual recipients are available on the Eaquals website.

GLS Sprachenzentrum Berlin (IH Berlin)
OPTIMA (Bulgaria)
YALS, Serbia
The Swedish Association of Accredited Language Training Providers
QLS (Greece)
FEDELE (Spain)
CEBS (Austria)
QUEST (Romania)
Ozyegin University (Turkey)
The Bridge (Slovakia)

PARTNERSHIPS

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Eaquals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Eaquals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Eaquals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues and has worked closely with its Language Policy Unit on developments related to the *Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR)*, the *European Language Portfolio (ELP)*, and language provision for adult migrants. Members of Eaquals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Eaquals and ALTE (<http://www.alte.org/>) co-operated to develop the *Eaquals-ALTE European Language Portfolio*, the first electronic ELP to be accredited by the Council of Europe. Both associations are now working on the LAPP project previously outlined.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Eaquals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Equals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

BEBC | Bournemouth English Book Centre

Equals continues to hold a Memorandum of Understanding with BEBC. BEBC provide English Language Teaching (ELT) books and resources for universities, teachers and English Schools. BEBC was founded by John Walsh in April 1974 and has gone from strength to strength since its beginnings in Bournemouth.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Equals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Equals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

Green Standard Schools (GSS)

In May 2021, Equals was signed a Memorandum of Understanding with GSS. As part of the agreement, GSS Chair, Jonathan Dykes, delivered a webinar on GSS for members and he was joined by Equals member, ACET, who are the first GSS accredited school in Ireland.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Equals is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Equals inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Equals maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which develops standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general.

Japan Association for Management of Training and Education (JAMOTE)

Equals and JAMOTE worked closely together on the development of ISO 29990, a new standard for providers of learning services in the non-formal sector.

International House World Organisation (IHWO)

Equals and IHWO have an agreed MOC which takes into account both the IH inspection scheme as well as the Equals Accreditation scheme.

LanguageCert

Equals were pleased to sign an MoU with Language Cert in 2019. LanguageCert have been Equals Associate Members for quite a while and this relationship will be developed further over the coming years. As part of the agreement, a joint webinar is run on an annual basis for both members and non-members.

Macmillan Education

Eaquals and Macmillan announced that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associate Members. This developed into a signed co-operation agreement in 2023.

Skills for English (PSI)

Eaquals and PSI signed an MOC in April 2022 with both parties looking forward to furthering collaboration in areas that are of interest for Eaquals members.

EAQUALS PARTICIPATION IN THE WIDER COMMUNITY

Events with Eaquals participation in 2023

In order to promote Eaquals, our members and our wider quality ethos, Eaquals was represented at the events listed below:

Date	Event
January 2023	ETS Global Conference – Ecosystem Meet-Up II, Ankara, Türkiye
January 2023	Macmillan Education, “ <i>Effective Schooling for Quality Language Provision</i> ”, Ankara, Türkiye
April 2023	LAMSIG (Leadership & Management) Event & IATEFL Conference, Harrogate, UK
March 2023	UES ELT Fest, “ <i>Quality Assurance for K-12 Institutions</i> ”, Antalya, Türkiye
May 2023	Macmillan Education, “ <i>Effective Schooling for Quality Language Provision: Institutional Development</i> ”, Montenegro
May 2023	Higher Education Institutions SFL Directors Conference, Bartın, Türkiye
September 2023	GAELA (Global Alliance of Education & Language Associations) AGM & StudyTravel ALPHE Awards, London, UK
November 2023	ICEF Berlin Fair, Berlin, Germany
November 2023	ENQA (The European Association for Quality Assurance in Higher Education) General Assembly, Dublin, Ireland
December 2023	Professional Network Forum Meeting, Graz, Austria
December 2023	ECML (European Centre for Modern Languages Forum) Symposium, Graz, Austria



Eaquals at ICEF Berlin with a number of our Accredited and Associate members.

Eaquals supporting Ukrainian Refugees

In response to the ongoing war in Ukraine, Eaquals continued to invite members to share their initiatives via the Eaquals website so that all resources were available within the network. Eaquals Accredited Member, EF, designed an app which Eaquals was able to share within the membership. In addition, Eaquals promoted the dedicated webpage which was launched by the ECML with guidance and resources for all those supporting the (linguistic) integration of refugees from Ukraine, both into school systems and into the workplace. IH Bucharest continued to assist with language provision for Ukrainian refugees in Romania. These were just some of the ways our members worked to support those affected.



REPORT ON STRATEGY

In January 2023, the Equals Trustees and staff came together to develop the Equals Strategy Documents 2023 – 2028.

Equals Mission

We foster excellence in language education across the world by providing quality assurance, leadership, guidance and support to governments, teaching institutions and individuals.

Equals' Aims

- To improve the experience of language learners by developing quality standards for the teaching of modern languages.
- To deliver accreditation against these standards for providers of language education.
- To develop practical resources and offer training and support for those working in the field of language education.
- To foster formal and informal relationships and collaborative activities with a range of institutions and individuals to further the Equals mission.

Equals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service

The Equals 2023-2028 Strategy comprises the following strategic objectives:

- To grow the accredited membership, maintaining and extending its geographical and sector diversity.
- To build the Equals brand across the global education landscape.
- To continue developing and promoting valued and valuable services for our members.
- To create opportunities for discussion on quality assurance and language education at a local, national and international level.

The Executive Director is responsible for implementing the strategic development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific achievements in 2023

- The continued promotion of high standards by providing practical professional support to Equals members through online resources, member meetings, networking, and general opportunities for input into best practice.
- The continued growth of the association by increasing the number of associate members.
- The development of Equals' external consultancy and training services in specific areas of expertise.
- The delivery of the Equals Webinar Series 2023 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.
- The continued delivery of the Equals Plurilingual Webinar Series 2023 which delivered webinars in Spanish, French, Italian and Arabic.

- The successful running of the Equals Online 2023 event for both members and non-members.
- The continued development of the Equals website reorganisation and updating of resources.
- The continued development of communications about Equals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running regular social media campaigns to engage members. This has allowed us to strengthen our own links to members and has also helped to strengthen our membership networks.
- The continuation of individual member meetings as well as country-level meetings to engage with members and ensure that their views are taken into account in relation to forward planning around events and resources.
- The addition of policy documents and Equals Guarantees on the Equals website in additional languages: Spanish, Italian, Russian, French, German, Japanese, Czech, Romanian and Polish.
- The maintenance and development of the Equals Monthly Newsletter. This has continued to provide a summary of monthly developments within Equals e.g. where we have been, new members, new agreement, new projects, new developments, member news and updates.

Further details and website links for all Equals activities can be found on our website: www.equals.org

The association is very grateful to the many members who voluntarily give a good deal of their time to Equals activities, and this gratitude extends to their employers for their support; without this work and support Equals could not fulfil our mission.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2023 the reserves stood at €291,919. In 2022 this stood at €304,016. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. At the 2023 AGM, members voted to increase the 2024 membership fee by 3% to ensure the maintenance of membership numbers and income through annual fee. In addition, the association continued to monitor costs closely and limit investment in any additional projects. These measures provided the association with a deficit of (€12,097) at 2023 year end. The trustees are satisfied that the association is a going concern.

STRUCTURE & GOVERNANCE

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Eaquals is ultimately controlled by its voting members who elect trustees at the Annual General Meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2023 there were 123 accredited members as listed on pages 3-5 of the report.

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member is reviewed by the Executive Director and approved by the Eaquals Board of Trustees. As at 31 December 2023 there were 33 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met four times in 2023, two face-to-face meetings and two online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2023 as the independent examiner for Eaquals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eaquals.

Statement of trustees' responsibilities

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

Company 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 23 to 24 was approved by the trustees on 15 March 2024 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Thom Kiddle', written in a cursive style.

Thom Kiddle,
Equals Chair

INDEPENDENT EXAMINER'S REPORT

For the Year Ended 31 December 2023

Independent examiner's report to the Trustees of Eaquals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:



Dated: 22-03-24

Julian Flitter FCA

Goodman Jones LLP

29/30 Fitzroy Square
London
W1T 6LQ

**STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME & EXPENDITURE ACCOUNT**

Year Ended 31st December 2023

	2023	2022
	€	€
Income from charitable activities		
Membership fees	345,011	244,974
Conferences and other member services	109,136	105,416
Consultancy and other income	98,592	68,366
Total income from charitable activities	552,739	418,755
Charitable expenditure		
Inspection costs	(192,440)	(189,144)
Conferences and other member services	(90,615)	(142,050)
Consultancy costs	(14,046)	(29,576)
Marketing, website and development	(72,252)	(32,717)
Support costs		
- Governance: trustee and committee meeting costs	(15,557)	(6,754)
- Governance: independent examiner's costs	(4,965)	(5,089)
- Other support costs	(174,961)	(152,623)
Total charitable expenditure	(564,836)	(557,952)
Net expenditure and net movement in funds for the year	(12,097)	(139,197)
Reconciliation of funds		
Funds brought forward	304,016	443,212
Funds carried forward	291,919	304,016

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 31 to 34 form part of these financial statements.

BALANCE SHEET
AS AT 31ST DECEMBER 2023

	2023	2022
	€	€
Current assets		
Debtors		
- Trade debtors	19,333	28,054
- Prepayments	16,734	22,582
Cash at bank and in hand	342,180	342,669
	378,247	393,305
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(25,072)	(20,547)
- Accruals and income received in advance	(61,256)	(68,742)
	(86,328)	(89,289)
Net assets	291,919	304,016
Total funds: all general fund (unrestricted)	291,919	304,016

The notes on pages 31 to 34 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2023. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 15 March 2024 and were signed on its behalf by:



Adam Donoghue, Treasurer

CASH FLOW STATEMENT
YEAR ENDED 31ST DECEMBER 2023

	2023	2022
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	(489)	(73,195)
Change in cash in the year	(489)	(73,195)
Cash brought forward	342,669	415,864
Cash carried forward	342,180	342,669

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2023

1 Reconciliation of net movement in funds to net cash flow from operating activities.

	2023	2022
	€	€
Net income for the year		
(per Statement of Financial Activities)	(12,097)	(139,197)
Adjustment for:		
Decrease /(increase) in debtors	14,569	21,908
(Decrease)/ increase in creditors	(2,962)	44,094
Net cash provided by (used in) operating activities	(490)	(73,195)

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2023

2 Accounting policies (continued)

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections, and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2023

2 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Julie Wallis was remunerated in 2023 for non-trustee work carried out: €3,400 (2022: €3,525) as an inspector, Nergis Uyan was remunerated €1,000 (2022: €2,650) as an inspector and €900 (2022: €0) for delivery of management training, and Chris Farrell was remunerated €2,000 (2022: €0) for training on an Eaquals consultancy project.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2023

8 trustees were reimbursed travelling expenses of €10,900 during the year in relation to their duties as trustees (2022: 7 trustees were reimbursed €7,734). In addition, 2 trustees were reimbursed €623 for travelling expenses relating to inspections (2022: 3 trustees were reimbursed €1,797).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Thom Kiddle (Chair) and Adam Donoghue (Treasurer). None of these received any remuneration in 2023 or 2022.

Two staff members are key management personnel. In 2023 they were paid €119,369 in total, plus €13,940 social security contributions (2022: 2 staff were paid €110,734 in total, plus €7,277 social security contributions).

5 Staff costs

	2023	2022
	€	€
Salaries and fees	200,659	152,649
Social security costs	22,643	7,946
Total staff costs	223,302	160,596
Average number of staff (full time equivalent)	5.1	4.3

There were no employees paid more than £60,000 (€70,000) in 2022. There was 1 employee paid above £60,000 (€70,000) in 2023.

6 Deferred income

	€
Balance included in current liabilities at 31 December 2022	63,653
Released to income in 2023	(63,653)
Income received in 2023 relating to activities in 2024	56,290
Balance included in current liabilities at 31 December 2023	56,290

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association leases an administrative office in Budapest, Hungary. There is a lease expiring on 30 June 2024, with a commitment at 31 December 2023 of €2,280 (2022: €2,280).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2023

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2023 or 2022 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 157 members as at 31 December 2023.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 29/30 Fitzroy Square, London UK W1T 6LQ.

www.eaquals.org

**Eaquals Registered Office:
29/30 Fitzroy Square, London, UK, W1T6LQ**

Email: info@eaquals.org

**Eaquals is a registered charity 1143547
in England & Wales**

EAQUALS

England & Wales - Charity number 1143547

Accounts

EVALUATION & ACCREDITATION OF QUALITY
LANGUAGE SERVICES

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022





EAQUALS

(Evaluation & Accreditation of Quality Language Services)

A company limited by guarantee

Trustees report and financial statements

Year ended 31 December 2022

Company registration number (England & Wales): 7727406

Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

Postal address: PO Box 1202/95 Budapest H-1380 Hungary

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REFERENCE INFORMATION

Trustees Thom Kiddle (Chair) | Norwich Institute for Language Education, England
Adam Donoghue (Treasurer) | Freelance
Susanna Dammann | Freelance
Nergis Uyan | Ozyegin University, Turkey
Chris Moore | Specialist Language Courses, England
Beata Schmid | EF International Language Centers (until 15.04.2022)
Julie Wallis | The London School, Italy
Chris Farrell | Centre of English Studies, Ireland
Giorgio Iemmolo | EF International Language Centres (from 15.04.2022)

Accreditation Panel

Sarah Aitken
Ute Arnold
John Haagensen
Elzbieta Jarosz
Galya Mateva
Sue Sheerin
Angela Signorastri
Justin Vollmer

Associate Membership Committee

Peter Brown (Chair)
Michael Carrier
Frank Heyworth
Galya Mateva
Julie Wallis

Eaquals Ombudsman

Ingrid Koester

Eaquals Staff

Lou McLaughlin | Executive Director
Ludka Kotarska | Director of Accreditation and Consultancy
Anna Andor | Services Manager
Vivi Koszegi | Administrative Assistant
Sarah Scerri | Marketing & Communications Manager

Registered Office

29/30 Fitzroy Square, London, W1T 6LQ, England.

Secretariat	PO Box 1202/95, Budapest H-1380, Hungary
Website	www.eaquals.org
Company registration	7727406, incorporated on 3 August 2011 (England & Wales)
Charity registration	1143547 (England & Wales)
Independent examiner	Julian Flitter FCA Goodman Jones LLP, Chartered Accountants, 29/30 Fitzroy Square, London, W1T 6LQ, England.
Solicitors	Russell-Cooke 2 Putney Hill, Putney, London SW15 6AB, England.
Bankers	Barclays Bank 1 Churchill Place, Canary Wharf, E14 5HP, England.

EAQUALS MEMBERSHIP

Accredited Members

(as at December 2022)

Algeria

In-tuition

Belgium

CLL Centres des Langues asb

Bosnia and Herzegovina

International University of Sarajevo English Language School

Bulgaria

AVO Language and Examination Centre

China

Donghua University International Cultural Exchange School (Shanghai)

Colombia

ECOS Escuela de Español

Croatia

Linguapax Language School

Skola stranih jezika – Ziger

Cyprus (North)

ARUCAD Arkin University of Creative Arts and Design, English Preparatory School

Bahcesehir Cyprus University

Girne American University Foundation English School

Czech Republic

Threshold Training Associates s.r.o. and Language and Training

Estonia

The Language School in Down-Town

France

ALPADIA Lyon

Alpha.b Institut Linguistique

Centre International d'Antibes

EF Ecole Internationale de Francais-Nice

EF Ecole Internationale de Francais-Paris

ILA (Institut Linguistique Adenet)/Easy French

IFALPES

IS Aix-en-Provence

Germany

ALPADIA Language Schools, Berlin

ALPADIA Language Schools, Freiburg

EF Internationale Sprachschule Berlin

EF Internationale Sprachschule München

GLS Campus Berlin – International House

Greece

Doukas School, The Department of Foreign Languages

Ireland

ACET (Cork Language Centre International)

Active Language Learning

Twin English Centre Dublin (formerly Alpha College of English)

Apollo Language Centre

ATC Language School

Atlantic Language Galway

Atlas Language Centre

Bridge Mills Galway Language Centre

Castel International Education

Centre of English Studies, Dublin

Cork English College

Dorset College

Emerald Cultural Institute, Dublin

Future Learning Language School (Dublin)

Future Learning (Athlone)

Galway Cultural Institute

International House Dublin

Rightword Language Institute

SEDA College

Swan Training Institute

Your English Language School

Italy

Alpha beta Piccadilly

British School of Trieste

CLM-Bell

CLUSS-Centro Linguistico Universita per Stranieri di Siena

EF Centro Linguistico, Rome

Lord Byron College

The Language Grid

The London School

Japan

EF International Language Centres, Tokyo

Hokkaido Japanese Language School

Kuwait

Australian College of Kuwait

Latvia

Education Centre DURBE

Luxembourg

PROLINGUA Language Centre

MALTA

ACE English, Malta

EF International Language Campuses, Malta

European School of English, Malta

International House Malta-Gozo

Maltalingua School of English

NSTS English Language Institute

Montenegro

Oxford Centar International Language Centre

Poland

Language Centre Jagiellonian University Collegium Medicum

Language Centre of Krakow University of Economics

Lodz University of Technology Language Centre

The Language Centre Jagiellonian University

Warsaw Technology University

Portugal

CIAL Centro de Linguas

Qatar

Qatar International Academic for Security Studies Language School

Romania

Britanica Learning Centre

International House Bucharest

Russia

Liden & Denz Language Centre, Moscow

Liden & Denz Language Centre, St Petersburg

Saudi Arabia

English Language Institute, Princess Nourah Bint Abdulrahman University

Yanbu English Language Institute, Royal Commission Colleges and Institutes

King Faisal Air Academy

Serbia

Tom & Emma School of English

Slovakia

The Bridge School

South Africa

EC English Cape Town

EF International Language Campuses Cape Town

Good Hope Studies

South Korea

EF International Language Campuses

Spain

British Institute of Seville

EF Centro Internacional de Idiomas, Malaga

EF Centro Internacional de Idiomas, Barcelona

Hispania, escuela de español

O'Clock Idiomas

International House Madrid

Lacunza, International House San Sebastian

Malaca Instituto

Oxford House (Oxford TEFL SL)

Switzerland

ALPADIA Montreux

Alpha Sprachwelt

Bell Switzerland SA

LSI Switzerland AG

Turkey

Acibadem MAA University, Foreign Languages
Department Preparatory English Programme

Adana Gundogdu College

Bursa Technical University, SFL

Bursa Uludag University

Fatih Sultan Mehmet Vakif University, Foreign
Languages Department

Isik University School of Foreign Languages

Karabuk University, School of Languages

Ozyegin University School of Languages

MEF University School of Foreign Languages

Private Sinav Schools-Ankara

TED Antalya Koleji, Foreign Languages
Department

Terakki Foundation School

Sabancı University School of Languages

Yuce Schools

Ukraine

NOVAMOVA International Language School

United Arab Emirates

Eton Institute (Dubai & Abu Dhabi)

United Kingdom

Centre of English Studies Leeds

Centre of English Studies Wimbledon

Centre of English Studies Worthing

EF International Language Campuses
Cambridge

International House London

International House Newcastle

NILE Norwich Institute for Language
Education

Torquay International School

Associate Members

Austria

CEBS Center für berufsbezogene Sprachen

Germany

g.a.s.t. TestDaF-Institut

Goethe Institut HQ

telc GmbH

Greece

QLS Panhellenic Association of Accredited
Quality Language Schools

Ireland

Quality & Qualifications Ireland

Marketing English in Ireland

Italy

AISLI, the Italian Association of Quality
Language Schools

ASILS, Association of Schools of Italian as a
Second Language

Netherlands

Educational Testing Service Global BV

Portugal

Camoês Instituto da Cooperacao e da Lingua

Romania

Romanian Association for Quality Language
Services (QUEST)

Serbia

Association of Language Schools of Serbia
(YALS)

Slovakia

TrackTest

Spain

Asociación de Centros de Lenguas en la Enseñanza Superior (ACLES)

Instituto Cervantes

FEDELE

Sweden

The Swedish Association of Accredited Language Training providers

Switzerland

Avallain AG

United Kingdom

British Council

Cambridge Assessment English

Euroexam International

LanguageCert ESOL Qualifications

Macmillan Education

Oxford University Press

Pearson Education

Trinity College London

United States

Avant Assessment

Global Seal of Biliteracy

Worldwide

Altissia

International House World Organisation

Project Partners

Italy

CVCL Università per Stranieri di Perugia

INTRODUCTION

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out on pages 31 to 35 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with a view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at global level.



The Eaquals Board of Trustees at the Annual Conference in Venice, Italy (April 2022)

L-R: Susanna Dammann, Chris Moore, Chris Farrell, Thom Kiddle, Nergis Uyan, Julie Wallis, Giorgio Iemmolo

INSPECTION & ACCREDITATION

Equals Accreditation

Accreditation by Equals is the primary way in which language education institutions can demonstrate compliance with high international standards. Equals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2020 Version 7.2 of the Scheme was launched. In response to an increased interest in Equals accreditation from Higher Education institutions, Equals developed a new scheme for this sector which was successfully piloted at the end of 2020. To address the needs of the growing sector of online language education, in 2021 Equals developed a Scheme to accredit Online Providers. This suite of these 3 inspection schemes makes up the complete Equals Accreditation & Inspection Scheme as follows:

Equals Inspection Scheme Version 7.2 is aimed at:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

Equals Inspection Scheme for Higher Education is designed to accredit university language centres and language departments which offer language training programmes to undergraduate, graduate, and postgraduate students. It is addressed at:

- universities where completion of language programmes is a requirement for graduation
- English as a Medium of Instruction universities which run foundation programmes

Equals Inspection Scheme for Online Providers is addressed at language centres which offer online language training programmes. delivered synchronously, asynchronously, or both. Language courses offered by Online Providers must include a significant proportion of tutor moderation and student interaction in addition to online content. The Scheme does not apply to language centres which offer face-to-face tuition in addition to online or blended courses. They are accredited under 7.2 Version of the Inspection Scheme.

The Equals Quality Standards for the three Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning/Learning and Learning Management
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.2, and a similar set of documents are in place for the Scheme for Higher Education institutions and the Scheme for Online Providers.

Membership of Equals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Equals inspection process also offers groups of centres a reliable and straightforward way to ensure common quality standards within and across national boundaries. While national accrediting bodies may concentrate on their home language, Equals accredits teaching and teacher training across any language.

Additionally, Equals assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

Equals Inspectorate

The Inspectorate has a high professional profile. Equals inspectors are themselves language education professionals with considerable managerial and international experience covering a wide range of markets and languages. Inspectors are appointed for the period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the Equals Inspection Scheme together with the capacity to objectively evaluate a language Centre's performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for Equals Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuous Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 55 inspectors; 38 are freelance inspectors and 17 are employed by accredited members.



Members of the Equals Inspectorate.

Equals Accreditation Panel

Under the guidance of the Director of Accreditation, Training and Consultancy, the Accreditation Panel of 8 senior inspectors ensures that Equals' quality standards are consistently applied. It moderates all

inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.



Sarah Aitken



Ute Arnold



John Haagensen



Ela Jarosz



Galya Mateva



Sue Sheerin



Angela Signorastrì



Justin Vollmer

Equals Accreditation Panel, 2022

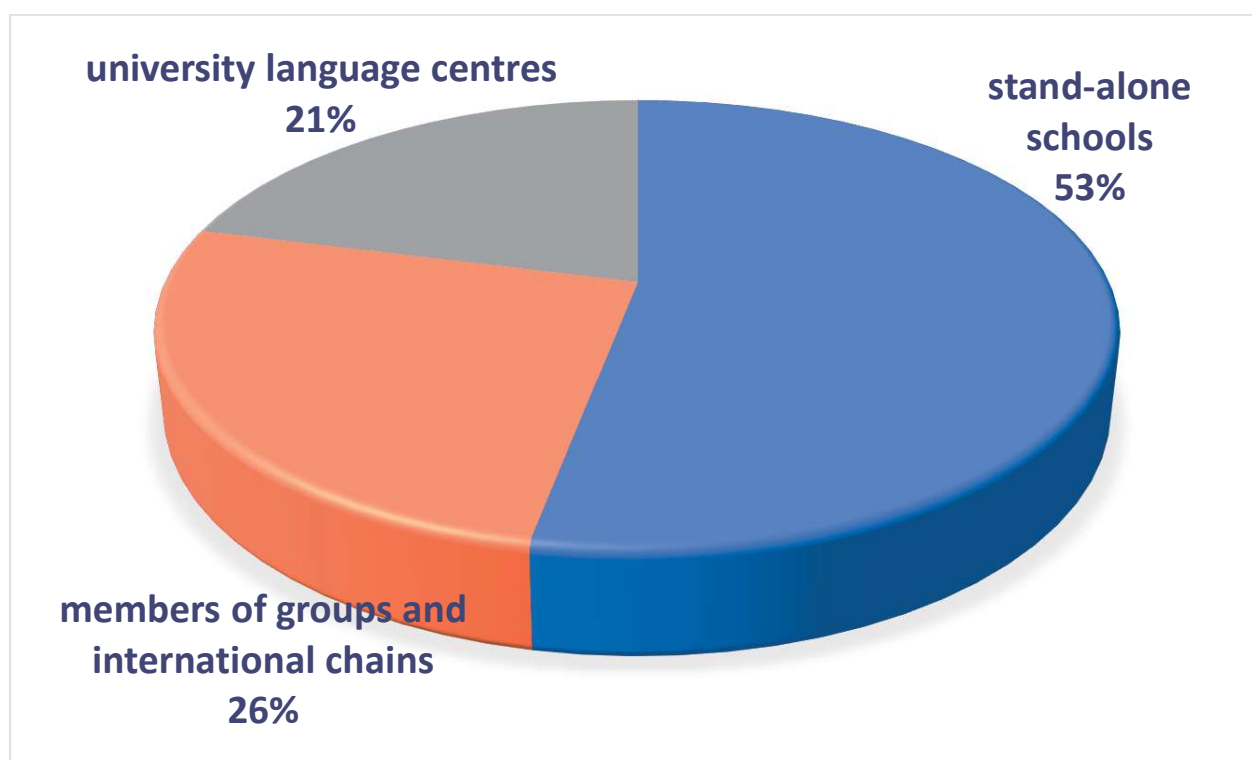
MEMBERSHIP

Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2022, there are 125 accredited members teaching 25 languages in 37 countries on 3 continents.

- 67 are single schools
- 33 LECs belong to international chains and groups of schools
- 25 are university centres



Associate Members & Project Partners

Eaquals has, as of 31 December 2022, 31 Associate Members based in 17 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g., Instituto Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there is 1 organisation which is a Project Partner. The Project Partner does not have voting rights within Eaquals but makes an important contribution to our network and academic work.



Equals Associate Members

Individual Members

Equals also has a number of individual members (68 in 2022). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Equals’ mission and projects. Individual members do not have voting rights.

CONFERENCES & EVENTS

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2022

The Eaquals Annual Conference 2022 took place in Mestre, Venice, Italy from the 28th-30th April 2022 and was well attended by both members and non-members from within the international education sector.



Attendees at the 2022 Annual Conference



Attendees at the 2022 Annual Conference

Attendees were welcomed to the conference by Eaquals Executive Director, Lou McLaughlin, and the conference was officially opened by Eaquals Chair, Thom Kiddle, who reflected on the journey we had been on throughout the last 18 months and our full return to face-to-face events.



Thom Kiddle, Eaquals Chair



Lou McLaughlin, Eaquals Executive Director

Eaquals also announced the recipient of the 2022 Eaquals Teacher Award, Dalia Fakash. Although Dalia was unable to attend the conference in person, she recorded a message for all of those in attendance talking of her background in language teaching, her journey to her present position and her pride in being chosen as the winner of the 2022 award. The recipient of the Eaquals Scholarship Award 2022, Miranda Karjagdiu, was in attendance and received her certificate during the opening.



Eaquals 2022 Teacher Award Recipient, Dalia Fakash

Three days of innovative presentations, workshops and discussions included a full day Management Training Workshop, delivered by Ania Kolbuszewska, on “The Eaquals Academic Management Competences Framework – practical applications” which had been launched at the previous conference. The opening plenary, delivered by Professor Steve Walsh, on “SETTVEO: Evidence based reflection and teacher development” was well-received by attendees. Gisella Lange opened the second day with her plenary “A CLIL/EMILE Journey in the World” where we looked at successful implementation of CLIL programmes around the world. Closing the three-day event was Professor Waldemar Martyniuk with his wonderful plenary on “Language, Linguaging, Plurilinguaging: considerations on the nature of language, language learning, and language teaching” providing us with many astute observations on the nature of language learning from the world around us and particularly from our sector.

After a relaxing boat ride, the conference gala dinner took place at Salone del Ridotto, in Venice - an ideal location for an evening of feasting and, of course, networking.



Attendees at the Eaquals Gala Dinner 2022



Attendees at the Eaquals Gala Dinner 2022

Reflecting on the event, Lou McLaughlin, Executive Director of Eaqals said:

“We were delighted to once again have a high number of attendees at the conference, reflecting the re-opening of travel within the international education sector. The mood was definitely one of positivity, hope and moving forward sustainably which was echoed by the focus on continued quality of delivery alongside well-being for students, staff and all working within language education”.

The next Eaqals annual international conference will be held in Tallinn, Estonia on 27-29th April 2023.

Eaqals Online 2022

Eaqals Online welcomed participants to the online training sessions which ran over two days on 21st-22nd October 2022.

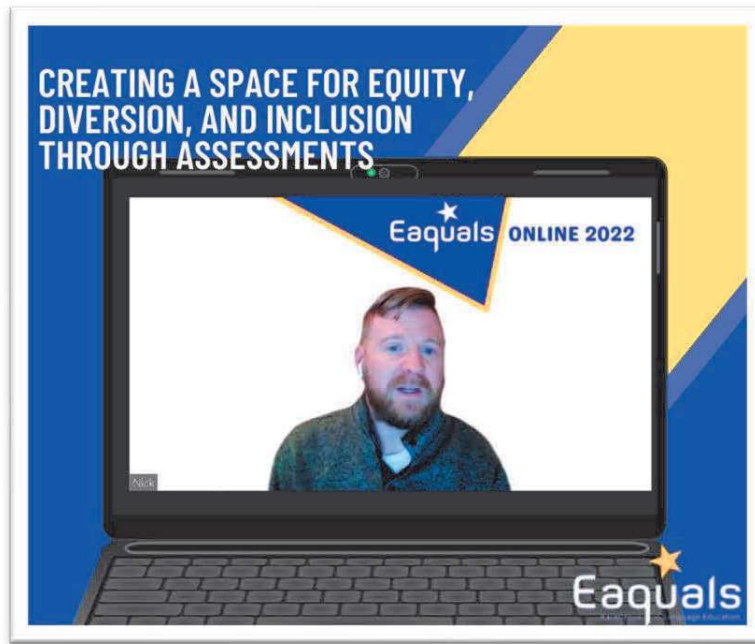


The event was officially opened by Eaqals Executive Director, Lou McLaughlin, and Eaqals Chair, Thom Kiddle, who highlighted the main themes of the event and reflected on ongoing developments in the sector.

The programme for Eaqals Online focused on providing input, support, training, discussion options and case studies around strands that are of great relevance: EDI in language education, Wellbeing in the workplace and the Future of Online Learning. The sessions were linked together so that each provided an overview of the theory and worked through this to the more practical and experiential reports from Eaqals members by means of their shared experiences and panel discussions.

As always, Eaqals Online showcased the knowledge and expertise from within the Eaqals network. The majority of speakers were Eaqals members who were keen to share their experience and work together to deliver quality teaching and support learning – underpinning the Eaqals ethos.

During the opening plenary, Ania Kolbuszewska looked at *“Preventing conflict in remote working settings”* and this explored the most effective actions which can help prevent or manage conflict successfully. Chloe Packeman-Schiavone’s plenary on the second day discussed *“Differentiation as a path to inclusion”* where she focused on facilitating learning for all through the development of an inclusive classroom.



Nick Gossett, Avant Assessment (Eaquals Associate Member) was one of the presenters at Eaquals Online 2022

All of the sessions over both days provided valuable information and shared personal experiences. Our panel discussions at the end of the second day were especially well received as they provided insights from managers, from teachers and also from students. The teachers session focused on the issues from the face-to-face and the online classroom in relation to wellbeing, EDI and online learning and the managers discussed how to actually manage wellbeing and EDI in the workplace. Sharing with colleagues in this way allowed us to reinforce the support felt within the network and #eaqualsfamily.

Eaquals AGM & EGM 2022

The Eaquals 2022 online AGM took place on 14th April 2022 and welcomed Giorgio Iemmolo as incoming Trustee for the first time and thanked Beata Schmid who stepped down from her role as Trustee after two full terms.

Executive Director, Lou McLaughlin, provided an overview of the projects and developments over the last 12 months which included updates on frameworks e.g., complete suite of 3 frameworks, updated policy documents (Code of Governance, EDI Policy) and projects e.g., Council of Europe Survey, and the Eaquals 2022 Webinar Series as well as the newer Eaquals Plurilingual Webinar Series.



Eaquals Trustees, Staff and Members at the 2022 online AGM.

Eaquals also held an online EGM (Extraordinary General Meeting) on 3rd November 2022. This later EGM provided Trustees and members an additional amount of time in the year to see the continued effect of the pandemic before taking a decision and vote regarding membership fees for the following year.

The EGM was also an opportunity for members to learn about planned future events as well as put questions to the Eaquals Executive Director, Director of Accreditation and Eaquals Chair.

EAQUALS DEVELOPMENT & PROJECTS

Equals Webinar & Plurilingual Webinar Series 2022

The webinar series for 2022 provided a wide range of topics which were of relevance for teachers and teacher trainers as well as those involved in academic management.

WEBINAR SERIES 2022		
Tuesday 18th, January 10.00 – 11.00 (GMT)	Visible learning: Putting teachers at the centre of their development	Gillian Davidson & David Byrne
Tuesday 15th, February 10.00 – 11.00 (GMT)	Validating professional development: Recognizing competency-based professional development through micro-credentials and digital badges	Donald Staub
Tuesday 15th, March 10.00 – 11.00 (GMT)	Using authentic video in language teaching and learning – why, what and how?	Thom Kiddle & Elena Deleyto La Cruz
Tuesday 12th, April 10.00 – 11.00 (GMT)	Quality Hybrid Language Teaching	Robert Hanley
Monday 16th, May 10.00 – 11.00 (GMT)	21st century skills and the climate crisis – encouraging student engagement.	Christopher Graham
Tuesday 14th, June 10.00 – 11.00 (GMT)	Speaking Beyond the Classroom: A case study in speaking portfolios	Nadine Early
Tuesday 21st, June 10.00 – 11.00 (GMT)	Resources to support writing for academic purposes	Arum Perwitasari & Joanna Wrzesinska
Tuesday 12th, July 10.00 – 11.00 (GMT)	Academic Integrity: issues, challenges and considerations for an online world	Sue Hackett
Tuesday 20th, September 10.00 – 11.00 (GMT)	Teaching Students How to Make Stress Work For Them	Kassandra Robertson
Tuesday 11th, October 10.00 – 11.00 (GMT)	Improved well-being: A catalyst for the move from ‘self’ to ‘team’ and ‘organization’	Ozlem Baykan
Monday 14th, November 10.00 – 11.00 (GMT)	How to Maximize students’ Speaking Opportunities in Online Classes	Dalia Ashraf
Tuesday 13th, December 10.00 – 11.00 (GMT)	Methods and Strategies for teaching Visual Representation	Sonali Bhattacharyya

All of the webinar sessions were recorded and available to all afterwards for further viewing and to share and disseminate to colleagues, some of which are listed below. These were accompanied by a webpage which provided links to online free online resources linked to teaching and learning online.

In addition to the standard webinar series, Equals also launched their Plurilingual Webinar Series for 2022 which delivered webinars in Spanish, French and Italian. These webinars were also recorded and available to members in their area of the Equals website.

EAQUALS PLURILINGUAL WEBINAR SERIES 2022

24.01.2022 10.00 – 11.00 (GMT)	Mejorando la interacción entre estudiantes en lecciones híbridas	Robert Martínez 
9.02.2022 15.00 – 16.00 (GMT)	Applicare la metodologia Dogue all'italiano – idee pratiche	Giulia Brazzale 
22.02.2022 10.00 – 11.00 (GMT)	El éxito está en la actitud: El Método Hispania	Vicky Sanabeja 
11.03.2022 14.00 – 15.00 (GMT)	Il était une fois un conte qui... voyageait	Katia Icazmidou  Natacha Madentzoglou
24.03.2022 14.00 – 15.00 (GMT)	Insegnare italiano online in contesti L2 e L3: percorsi di formazione, idee, suggerimenti e attività.	Maria Lombardi 
10.05.2022 10.00 – 11.00 (GMT)	La participación de los estudiantes mediante el uso de MIRO y GENIAL-LY	Ervin Ostos 
24.05.2022 10.00 – 11.00 (GMT)	L'importance des stratégies d'apprentissage dans les cours de langue	Florence Michelet 
7.06.2022 10.00 – 11.00 (GMT)	Migliorando l'interazione fra gli studenti nelle aule ibride (presenziale ed on-line)	Robert Martínez 
4.10.2022 14.00 – 15.00 (GMT)	L'utilisation en ligne de ressources authentiques pour tous les niveaux.	Florence Michelet 

Academic Management Competences Framework Project

Eaquals launched the Academic Management Competences Framework at the annual conference in Belfast in October 2021 and delivered presentations and training sessions on this throughout 2022 e.g., Lou McLaughlin, Eaquals Executive Director, presented on the uses of the framework at the IATEFL Annual Conference in Belfast in May 2022 as well as at the AISLi Dos Days in September 2022. The framework and supporting excel tools can be downloaded from the Eaquals website.

Eaquals Resource Development Project: *Seminar materials*

This project began in 2018 and continues to develop. Members share their resources on the Eaquals website for other members to access and use. This is coordinated by Eaquals and has resulted in online ready-to-use seminars and materials which are available for use by all members. The members who have been involved to date are:

MEMBER	Seminar title
CES	Teaching vocabulary (aiding memory and recall)
St Giles	Making sense of the phonemic chart
IH Dublin	Different ways of managing feedback
NILE	Tracking Progress
Jo Watson	Expanding from the coursebook
Jo Watson	Lesson Planning

St Giles	Targeting fossilised errors
ACE English, Malta	Mobile Learning in ELT
Good Hope Studies	Developing Speaking Skills
EF Barcelona	El uso de la L1
IH San Sebastian	Teaching Young Learners
The London School	Let me CLIL you a story
The London School	Joined Up Speaking and Listening

Eaquals Consultancy & Training

Eaquals continued to provide external consultancy throughout 2022 which was overseen by Director of Accreditation, Training & Consultancy. These included quality assurance audits, syllabi review and CEFR alignment in course design and assessment among others. We delivered these consultancy projects for institutions including University of the West Indies and Ben-Gurion University of the Negev.

Eaquals Accreditation Scheme for Online Providers

In December 2022, Eaquals was delighted to begin piloting the Inspection Scheme for Online Providers which accredits language centres offering online language training programmes delivered synchronously, asynchronously, or both. This had been launched at the end of 2021.

Erasmus+ Projects Summary Report

Since 2014, fourteen Eaquals members have been involved in Erasmus+ projects with many of these running projects on an ongoing annual basis. In running these projects, they have collaborated other members within the Eaquals network and also with additional external partners. Eaquals, with information from members, put together a summary report of the project work.

Eaquals Member Event Fund

Throughout 2022 Eaquals offered financial support to a number of members who were running events and training programmes at local, regional and national levels. The recipients of the funding for 2022 were as follows:

Institution	Membership	Location
GLS Sprachenzentrum IH Berlin	Accredited	Germany
QUEST The Romanian Association for Quality Language Services	Associate	Romania
YALS Association of Language Schools Serbia	Associate	Serbia
Özyegin University	Accredited	Turkey
ASR The Swedish Association of Accredited Language Training Providers	Associate	Sweden

PARTNERSHIPS

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Eaquals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Eaquals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Eaquals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues and has worked closely with its Language Policy Unit on developments related to the *Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR)*, the *European Language Portfolio (ELP)*, and language provision for adult migrants. Members of Eaquals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Eaquals and ALTE (<http://www.alte.org/>) co-operated to develop the *Eaquals-ALTE European Language Portfolio*, the first electronic ELP to be accredited by the Council of Europe. A high-level meeting took place recently to review our current agreement and explore new opportunities for collaboration.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Eaquals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Eaquals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

BEBC | Bournemouth English Book Centre

Eaquals was delighted to sign a Memorandum of Understanding with BEBC. BEBC provide English Language Teaching (ELT) books and resources for universities, teachers and English Schools. BEBC was founded by John Walsh in April 1974 and has gone from strength-to-strength since its beginnings in Bournemouth.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Eaquals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Eaquals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

Green Standard Schools (GSS)

In May 2021, Eaquals was delighted to sign a Memorandum of Understanding with GSS. As part of the agreement, GSS Chair, Jonathan Dykes, delivered a webinar on GSS for members and he was joined by Eaquals member, ACET, who are the first GSS accredited school in Ireland.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Eaquals is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Eaquals inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Eaquals maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which is developing standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general. The ISO 21001, the management systems standard (MSS), has recently reached final draft stage and is currently being balloted on by national standards bodies. The final draft of the proposed ISO standard *Learning services outside formal education – requirements* reported on in the 2015 Board report (ISO 29993) has now been approved.

Japan Association for Management of Training and Education (JAMOTE)

Eaquals and JAMOTE have worked closely together on the development of ISO 29990, a new standard for providers of learning services in the non-formal sector. In addition, JAMOTE and Eaquals have co-operated to run several seminars in Japan on quality assurance in education and training, including language education.

Instytut Baden Edukacyjnych | The Polish Ministry of Education

Eaquals members in Poland have been assisting the Polish Ministry of Education – Instytut Baden Edukacyjnych (IBE) – by advising and sharing information on quality assurance requirements for institutions which award certificates and diplomas in language proficiency within the Polish Integrated Qualifications System.

International House World Organisation (IHWO)

Eaquals and IHWO have an agreed MOC which takes into account both the IH inspection scheme as well as the Eaquals Accreditation scheme.

LanguageCert

Eaquals were pleased to sign an MoU with Language Cert in 2019. LanguageCert have been Eaquals Associate Members for quite a while and this relationship will be developed further over the coming years. As part of the agreement, a joint webinar is run on an annual basis for both members and non-members.

Macmillan

Eaquals and Macmillan announced that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associate Members.

Skills for English (PSI)

Eaquals and PSI signed an MOC at the annual conference in Venice in April 2022 with both parties looking forward to furthering collaboration in areas that are of interest for Eaquals members.

EAQUALS PARTICIPATION IN THE WIDER COMMUNITY

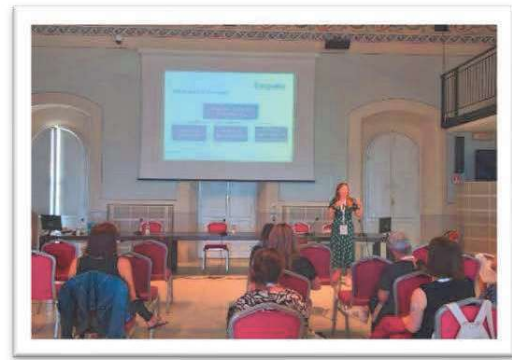
Events with Equals participation in 2022

In order to promote Equals, our members and our wider quality ethos, Equals was represented at the events listed below, some of which was delivered online:

Date	Event	Attended by
January 2022	41 st Thailand TESOL Conference (Online).	Lou McLaughlin
January 2022	Joint GAELA-FELCA Meeting (Online).	Lou McLaughlin
February 2022	Annual CAM TESOL Conference (Online).	Lou McLaughlin
February 2022	ECML Workshop: Developing Teacher Competences Through Pluralistic Approaches.	Miranda Karjagdiu
March 2022	BETT Fair, London.	Lou McLaughlin
May 2022	IATEFL Annual Conference, Belfast.	Lou McLaughlin
September 2022	GAELA AGM & Meeting, London.	Lou McLaughlin
September 2022	AISLi Dos Days, Italy.	Lou McLaughlin
November 2022	QAAFL Conference (Quality Assurance & Accreditation in Foreign Language Education), Izmir, Turkey.	Lou McLaughlin
December 2022	ECML Colloquium: “The future of language education in the light of Covid – lessons learned and ways forward” (Online).	Peter Brown Lou McLaughlin
December 2022	PNF (Professional Network Forum) Annual Meeting (Graz, Austria & Online).	Peter Brown



Equals Executive Director, GAELA AGM, 2022



Equals Executive Director, AISLi DOS Days, 2022

Equals supporting Ukrainian Refugees

In response to the war in Ukraine, Equals invited members to share their initiatives via the Equals website so that all resources were available within the network. Equals Accredited Member, EF, designed an app which Equals was able to share within the membership. In addition, Equals promoted the dedicated webpage which was launched by the ECML with guidance and resources for all those supporting the (linguistic) integration of refugees from Ukraine, both into school systems and into the workplace. The statement from the Equals Board of Trustees on the Russian invasion of Ukraine was made available on the Equals website.

REPORT ON STRATEGY

Throughout 2022, Equals continued to work to achieve its objectives which were in line with the Equals Strategy Document 2020-2025 which is freely available on the Equals website.

Equals Mission

We foster excellence in language education across the world by providing leadership, guidance and support to governments, teaching institutions and individuals.

Equals' Aims

- To improve the experience of language learners by developing quality standards for the teaching of modern languages.
- To deliver accreditation against these standards for providers of language education.
- To develop practical resources and offer training and support for those working in the field of language education.
- To lead innovation and development in language education.
- To foster formal and informal relationships and collaborative activities with a range of institutions and individuals to further the Equals mission.

Equals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service
-

The Equals 2020-2025 Development Strategy comprises the following main objectives:

Overarching objective: Equals aims to build on its position as the leading international association for language learning service providers with a reputation for academic excellence and all-round quality. This will be addressed with an emphasis on internationalisation, inclusion and innovation achieved through accreditation, support, academic strength, and quality.

1 | Growing the Equals Membership

We will continue to support members through the successful programmes offered during 2020. In addition, we will seek to identify new opportunities and leads to grow the membership. The Equals Online event may become an annual event which will serve as a powerful outreach tool to potential new members.

2 | Developing the services offered to Equals members

As is evident from the accreditation process, Equals academic expertise is the element members value most highly. Equals currently offers three accreditation schemes – Equals Accreditation Scheme version 7.2, the Equals Accreditation Scheme for Higher Education Institutions and the Equals Accreditation Scheme for Online Providers.

The benefits to members are noted specifically in terms of academic management, pedagogy, reassurance, and competitive advantage. The rationale behind the development of the Accreditation Scheme to cover a wider variety of learning contexts is key to service development.

The provision of ongoing resources for members are a crucial means of support. We will continue to offer this support through webinars, online training, discussion forums, and the formation of communities of practice.

3 | To encourage and enable the development of peer-to-peer support networks.

We will continue to support the formation of communities of practice developed through and from the existing programme of webinars and other training opportunities provided by Eaquals. We will develop and support forums and other means of online and face-to-face communication between members.

4 | Expanding the Eaquals global consultancy offer

We will develop a series of round table discussions with the objective of raising the profile of Eaquals at global level. This will aid in the development of key relationships and will grow and expand as opportunities arise. In addition, this will feed into accreditation and resources, and ultimately provide a more evidently global leadership within the Eaquals mission.

5 | Thought Leadership & Leading by example

We will ensure that our skills and expertise in language education is prominent in all our communications to ensure that we are effectively positioned to play a leading role in development of educational policy and practice in the areas of:

- accreditation and inspection
- mentoring and supporting language education institutions
- implementation of the CEFR
- curriculum design, language assessment, and staff development across educational institutions
- plurilingualism
- online and blended teaching and learning

We will continue to make the issues of sustainability, risk assessment and other responsible management practices such as transparent and inclusive HR policies and customer-focused service central to our mission and practice, and strive to lead by example in these areas.

The Executive Director is responsible for implementing the development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific achievements in 2022

- The continued promotion of high standards by providing practical professional support to Eaquals members through online resources, member meetings, networking, and general opportunities for input into best practice.
- The continued growth of the association by increasing the number of associate members.
- The development of Eaquals' external consultancy and training services in specific areas of expertise.
- The delivery of the Eaquals Webinar Series 2022 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.
- The introduction of the Eaquals Plurilingual Webinar Series 2022 which delivered webinars in Spanish, French and Italian.
- The successful running of the Eaquals Online 2022 event for both members and non-members.
- The continued development of the Eaquals website reorganisation and updating of resources, adding further interactive material and including further sign-up options.
- The continued development of communications about Eaquals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running biannual campaigns to engage members. This has allowed us to strengthen our own links to members and has also helped to strengthen our membership networks as well as aiding in the running of the social media campaigns.

- The continuation of individual member meetings as well as country-level meetings to engage with members and ensure that their views were taken into account in relation to forward planning around events, resources etc.
- The addition of policy documents and Equals Guarantees on the Equals website in additional languages: Spanish, Italian, Russian, French, German, Japanese, Czech, Romanian and Polish.
- The maintenance and development of the Equals Monthly Newsletter. This has continued to provide a summary of monthly developments within Equals e.g., where we have been, new members, new agreements etc.

Further details and website links for all Equals activities can be found on our website: www.equals.org

The association is very grateful to the many members who voluntarily, without charge, give a good deal of their time to Equals activities, and this gratitude extends to their employers for their support; without this work and support Equals could not operate.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2022 the reserves stood at €304,016. In 2021 this stood at €443,212. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. At the 2021 EGM, members voted to maintain the previously reduced membership fee rates in place for 2021 (25% reduction on 2020 fees) and to maintain the option of a quarterly payment scheme if required. This was to ensure the maintenance of membership numbers and income through annual fee. In addition, the association continued with reduced costs during 2021 in the form of resource reduction. These measures, along with reduced inspection costs due to travel restrictions provided the association with a surplus of €16,820 at 2021 year end. The trustees are satisfied that the association is a going concern.

STRUCTURE & GOVERNANCE

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Equals is ultimately controlled by its voting members who elect trustees at the annual general meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2022 there were 125 accredited members as listed on pages 3-5 of the report.

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member requires nomination by the associate membership

committee and approval by the trustees. As at 31 December 2022 there were 31 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met five times in 2022, one face-to-face meeting and four online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2022 as the independent examiner for Eequals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eequals.

Statement of trustees' responsibilities

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

Company 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 19 to 20 was approved by the trustees on 27 March 2022 and signed on their behalf by:



Thom Kiddle,

Eequals Chair

INDEPENDENT EXAMINER'S REPORT

For the Year Ended 31 December 2022

Independent examiner's report to the Trustees of Equals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2022.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible or the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:



Dated: 28.03.2023

Julian Flitter FCA

Goodman Jones LLP

29/30 Fitzroy Square
London
W1T 6LQ

**STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME & EXPENDITURE ACCOUNT**

Year Ended 31st December 2022

	2022	2021
	€	€
Income from charitable activities		
Membership fees	244,974	231,813
Conferences and other member services	105,416	104,624
Consultancy and other income	68,366	51,525
Total income from charitable activities	418,756	387,962
Charitable expenditure		
Inspection costs	(189,144)	(108,718)
Conferences and other member services	(142,050)	(93,879)
Consultancy costs	(29,576)	(5,400)
Marketing, website and development	(32,717)	(20,249)
Support costs		
- Governance: trustee and committee meeting costs	(6,754)	(5,054)
- Governance: independent examiner's costs	(5,089)	(4,313)
- Other support costs	(152,623)	(133,529)
Total charitable expenditure	(557,953)	(371,142)
Net income and net movement in funds for the year	(139,197)	16,820
Reconciliation of funds		
Funds brought forward	443,213	426,392
Funds carried forward	304,016	443,213

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 31 to 35 form part of these financial statements.

BALANCE SHEET
AS AT 31ST DECEMBER 2022

	2022	2021
	€	€
Current assets		
Debtors		
- Trade debtors	28,054	9,604
- Prepayments	22,582	62,940
Cash at bank and in hand	342,669	415,864
	393,305	488,408
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(20,547)	(20,327)
- Accruals and income received in advance	(68,742)	(24,868)
	(89,289)	(45,195)
Net assets	304,016	443,212
Total funds: all general fund (unrestricted)	304,016	443,212

The notes on pages 31 to 35 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2022. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 27 March 2022 and were signed on its behalf by:

Adam Donoghue, Treasurer



CASH FLOW STATEMENT
YEAR ENDED 31ST DECEMBER 2022

	2022	2021
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	(73,194)	(28,523)
Change in cash in the year	(73,194)	(28,523)
Cash brought forward	415,864	444,387
Cash carried forward	342,670	415,864

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2022

1 Reconciliation of net movement in funds to net cash flow from operating activities.

	2022	2021
	€	€
Net income for the year		
(per Statement of Financial Activities)	(139,197)	13,912
Adjustment for:		
Decrease /(increase) in debtors	21,909	31,816
(Decrease)/ increase in creditors	44,094	(74,251)
Net cash provided by (used in) operating activities	(73,194)	(28,523)

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2022

2 Accounting policies (continued)

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections, and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2022

2 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the impacts that the Covid-19 pandemic has had for the Charity, and it is deemed that the Charity can meet its commitments and liabilities and can continue for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Julie Wallis was remunerated in 2022 for non-trustee work carried out: €3,525 (2021: €1,500) as an inspector, Susanna Dammann was remunerated €3,200 (2021: €1,200) as an inspector and €1,250 for LAPP Project Lead, and Nergis Uyan was remunerated €2,650 (2021: €3,200) as an inspector.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2022

7 trustees were reimbursed travelling expenses of €7,734 during the year in relation to their duties as trustees (2021: 5 trustees were reimbursed €3,406). In addition, 3 trustees were reimbursed €1,797 for travelling expenses relating to inspections (2021: 3 trustee was reimbursed €597).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Thom Kiddle (Chair) and Adam Donoghue (Treasurer). None of these received any remuneration in 2022 or 2021.

Two staff members are key management personnel. In 2022 they were paid €110,734 in total, plus €7,277 social security contributions (2021: 2 staff were paid €110,734 in total, plus €7,277 social security contributions).

5 Staff costs

	2022	2021
	€	€
Salaries and fees	152,649	151,637
Social security costs	7,946	7,277
Total staff costs	160,595	158,915
Average number of staff (full time equivalent)	4.3	4.0

There were no employees paid more than £60,000 (€70,000) in either 2022 or 2021.

6 Deferred income

	€
Balance included in current liabilities at 31 December 2021	20,555
Released to income in 2022	(20,555)
Income received in 2022 relating to activities in 2023	63,653
Balance included in current liabilities at 31 December 2022	63,653

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association leases an administrative office in Budapest, Hungary. There is a lease expiring on 30 June 2023, with a commitment at 31 December 2022 of €2,280 (2021: €2,280).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2022

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2022 or 2021 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 156 members as at 31 December 2022.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 29/30 Fitzroy Square, London UK W1T 6LQ.



www.eaquals.org

Eaquals Registered Office:
29/30 Fitzroy Square, London, UK, W1T6LQ

Email: info@eaquals.org

Eaquals is a registered charity 1143547
in England & Wales

Trustees Report and Financial Statements 2022 FINAL

Final Audit Report


2023-06-27

Created:	2023-06-27
By:	Anna Andor (aandor@eaquals.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAEjsd6fOhUXvm6HsQJCeuhc61-jvwbr1m

"Trustees Report and Financial Statements 2022 FINAL" History

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 Signer anna.andor@gmail.com entered name at signing as Adam Donoghue

2023-06-27 - 9:44:22 AM GMT- IP address: 31.46.245.140

 Document e-signed by Adam Donoghue (anna.andor@gmail.com)

Signature Date: 2023-06-27 - 9:44:24 AM GMT - Time Source: server- IP address: 31.46.245.140

 Agreement completed.

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EAQUALS

England & Wales - Charity number 1143547

Accounts



EAQUALS

(Evaluation & Accreditation of Quality Language Services)

A company limited by guarantee

Trustees report and financial statements

Year ended 31 December 2021

Company registration number (England & Wales): 7727406

Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

Postal address: PO Box 1202/95 Budapest H-1380 Hungary

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REFERENCE INFORMATION

Trustees Thom Kiddle (Chair) | Norwich Institute for Language Education, England (from 15 April 2021)
Justin Quinn (Chair) | Centre of English Studies, Ireland (until 15 April 2021)
Adam Donoghue (Treasurer) | Freelance
Peter Brown (Founder Chair) | British School of Trieste, Italy (until 15 April 2021)
Susanna Dammann | Freelance
Nergis Uyan | Ozyegin University, Turkey
Chris Moore | Specialist Language Courses, England
Beata Schmid | EF International Language Centers
Julie Wallis | The London School, Italy
Chris Farrell | Centre of English Studies, Ireland (from 15 April 2021)

Accreditation Panel Sarah Aitken
Ute Arnold
John Haagensen
Elzbieta Jarosz
Galya Mateva
Sue Sheerin
Angela Signorastrri
Justin Vollmer

Associate Membership Committee Peter Brown (Chair)
Michael Carrier
Valerie Clochard
Frank Heyworth
Galya Mateva

Eaquals Ombudsman Ingrid Koester

Eaquals Staff Lou McLaughlin | Executive Director
Ludka Kotarska | Director of Accreditation and Consultancy
Anna Andor | Services Manager
Vivi Koszegi | Administrative Assistant

Registered Office 29/30 Fitzroy Square, London, W1T 6LQ, England.

Secretariat	PO Box 1202/95, Budapest H-1380, Hungary
Website	www.eaquals.org
Company registration	7727406, incorporated on 3 August 2011 (England & Wales)
Charity registration	1143547 (England & Wales)
Independent examiner	Julian Flitter FCA Goodman Jones LLP, Chartered Accountants, 29/30 Fitzroy Square, London, W1T 6LQ, England.
Solicitors	Russell-Cooke 2 Putney Hill, Putney, London SW15 6AB, England.
Bankers	Barclays Bank 1 Churchill Place, Canary Wharf, E14 5HP, England.

EAQUALS MEMBERSHIP

Accredited Members

Algeria

In-tuition

Belgium

CLL Centres des Langues asb

Bosnia and Herzegovina

International University of Sarajevo English Language School

Bulgaria

AVO Language and Examination Centre

China

Donghua University International Cultural Exchange School (Shanghai)

Croatia

Linguapax Language School

Skola stranih jezika – Ziger

Cyprus (North)

Girne American University Foundation English School

Czech Republic

Threshold Training Associates s.r.o. and Language and Training

Estonia

The Language School in Down-Town

France

ALPADIA Lyon

Alpha.b Institut Linguistique

EF Ecole Internationale de Francais-Nice

EF Ecole Internationale de Francais-Paris

ILA (Institut Linguistique Adenet)/Easy French

IFALPES

IS Aix-en-Provence

Germany

ALPADIA Language Schools, Berlin

ALPADIA Language Schools, Freiburg

EF Internationale Sprachschule Berlin

EF Internationale Sprachschule München

GLS Campus Berlin – International House

Greece

Doukas School, The Department of Foreign Languages

Ireland

ACET (Cork Language Centre International)

Active Language Learning

Twin English Centre Dublin (formerly Alpha College of English)

Apollo Language Centre

ATC Language School

Atlantic Language Galway

Atlas Language Centre

Bridge Mills Galway Language Centre

Castel International Education

Centre of English Studies, Dublin

Cork English College

Dorset College

Emerald Cultural Institute, Dublin

Future Learning Language School

Galway Cultural Institute

International House Dublin

SEDA College

Swan Training Institute

Italy

Alpha beta Piccadilly

British School of Trieste

CLM-Bell

CLUSS-Centro Linguistico Università per Stranieri di Siena

EF Centro Linguistico, Rome

Lord Byron College

The Language Grid

The London School

Japan

EF International Language Centres, Tokyo

Hokkaido Japanese Language School

Kosovo

New Age School

Kuwait

Australian College of Kuwait

Latvia

Education Centre DURBE

Luxembourg

PROLINGUA Language Centre

MALTA

ACE English, Malta

EF International Language Campuses, Malta

European School of English, Malta

International House Malta-Gozo

Maltalingua School of English

NSTS English Language Institute

Montenegro

Oxford Centar International Language Centre

Poland

Language Centre Jagiellonian University
Collegium Medicum

Language Centre of Krakow University of
Economics

Lodz University of Technology Language
Centre

The Language Centre Jagiellonian University

Portugal

CIAL Centro de Linguas

Qatar

Qatar International Academic for Security
Studies Language School

Romania

Alpha Centre of Modern Languages and
Department of Romanian Language, Culture &
Civilisation, Babes-Bolyai University

Britanica Learning Centre

International House Bucharest

Russia

Derzhavin Institute

Liden & Denz Language Centre, Moscow

Liden & Denz Language Centre, St Petersburg

Saudi Arabia

English Language Institute, Princess Nourah
Bint Abdulrahman University

Yanbu English Language Institute, Royal
Commission Colleges and Institutes

King Faisal Air Academy

Serbia

Tom & Emma School of English

Slovakia

The Bridge School

South Africa

EC English Cape Town

EF International Language Campuses Cape
Town

Good Hope Studies

South Korea

EF International Language Campuses

Spain

British Institute of Seville

EF Centro Internacional de Idiomas, Malaga

EF Centro Internacional de Idiomas,
Barcelona

Hispania, escuela de español

O'Clock Idiomas

International House Madrid

Lacunza, International House San Sebastian

Lenguas Vivas

Malaca Instituto

Oxford House (Oxford TEFL SL)

Switzerland

ALPADIA Montreux

Alpha Sprachwelt

Bell Switzerland SA

LSI Switzerland AG

Turkey

Adana Gundogdu College

Bursa Technical University, SFL*

Isik University School of Foreign Languages

Karabuk University, School of Languages

Ozyegin University School of Languages

Private Sinav Schools-Ankara

Terakki Foundation School

Sabancı University School of Languages

School of Foreign Languages, Karabuk University

Yuce Schools

Ukraine

NOVAMOVA International Language School

United Arab Emirates

Eton Institute (Dubai & Abu Dhabi)

United Kingdom

Centre of English Studies Leeds

Centre of English Studies Wimbledon

Centre of English Studies Worthing

EF International Language Campuses
Cambridge

English in Action

International House London

International House Newcastle

NILE Norwich Institute for Language
Education

Torquay International School

Associate Members

Austria

CEBS Center für berufsbezogene Sprachen

Croatia

CAFL The Association for Foreign Languages at
the Croatian Chamber of Economy

Czech Republic

Asociace jazykových škol

Germany

g.a.s.t. TestDaF-Institut

Goethe Institut HQ

telc GmbH

Greece

QLS Panhellenic Association of Accredited
Quality Language Schools

Ireland

Quality & Qualifications Ireland

Marketing English in Ireland

Italy

AISLi, the Italian Association of Quality
Language Schools

ASILS, Association of Schools of Italian as a
Second Language

Netherlands

Educational Testing Service Global BV

Portugal

Camoes Instituto da Cooperacao e da Lingua

Romania

Romanian Association for Quality Language
Services (QUEST)

Serbia

Association of Language Schools of Serbia
(YALS)

Slovakia

TrackTest

Spain

Asociación de Centros de Lenguas en la Enseñanza Superior (ACLES)

Instituto Cervantes

FEDELE

Sweden

The Swedish Association of Accredited Language Training providers

United Kingdom

British Council

Cambridge Assessment English

Euroexam International

LanguageCert ESOL Qualifications

Macmillan Education

Pearson Education

Trinity College London

United States

Avant Assessment

Worldwide

Altissia

International House World Organisation

Project Partners

Italy

CVCL Università per Stranieri di Perugia

Switzerland

Migros-Genossenschafts-Bund

INTRODUCTION

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2021.

The financial statements have been prepared in accordance with the accounting policies set out on pages 31 to 35 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with a view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at global level.



Some of the Eaquals Board of Trustees at the Annual Conference in Belfast, October 2021

L-R: Chris Moore, Julie Wallis (back row), Beata Schmid, Susanna Dammann (back row), Thom Kiddle

INSPECTION & ACCREDITATION

Eaquals Accreditation

Accreditation by Eaquals is the primary way in which language education institutions can demonstrate compliance with high international standards. Eaquals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2020 Version 7.2 of the Scheme was launched. In response to an increased interest in Eaquals accreditation from Higher Education institutions, Eaquals developed a new scheme for this sector which was successfully piloted at the end of 2020. To address the needs of the growing sector of online language education, in 2021 Eaquals developed a Scheme to accredit Online Providers.

Eaquals accredits a wide range of institutions and runs three inspection schemes:

Eaquals Inspection Scheme Version 7.2 is aimed at:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

Eaquals Inspection Scheme for Higher Education is designed to accredit university language centres and language departments which offer language training programmes to undergraduate, graduate and postgraduate students. It is addressed at:

- universities where completion of language programmes is a requirement for graduation
- English as a Medium of Instruction universities which run foundation programmes

Eaquals Inspection Scheme for Online Providers is addressed at language centres which offer online language training programmes. delivered synchronously, asynchronously or both. Language courses offered by Online Providers must include a significant proportion of tutor moderation and student interaction in addition to online content. The Scheme does not apply to language centres which offer face-to-face tuition in addition to online or blended courses. They are accredited under 7.2 Version of the Inspection Scheme.

The Eaquals Quality Standards for the three Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning/Learning and Learning Management
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.2, and a new set of documents was developed for the Scheme for Higher Education institutions and the Scheme for Online Providers.

Membership of Eaqals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Eaqals inspection process also offers groups of centres a reliable and straightforward way to ensure common quality standards within and across national boundaries. While national accrediting bodies may concentrate on their home language, Eaqals accredits teaching and teacher training across any language.

Additionally, Eaqals assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

Eaqals Inspectorate

The Inspectorate has a high professional profile. Eaqals inspectors are themselves language education professionals with considerable managerial and international experience covering a wide range of markets and languages. Inspectors are appointed for the period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the Eaqals Inspection Scheme together with the capacity to objectively evaluate a language Centre's performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for Eaqals Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuous Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 54 inspectors; 36 are freelance inspectors and 16 are employed by accredited members.

A new team of inspectors completed the inspector training programme during July-August 2021 which was overseen by Ludka Kotarska, Eaqals Director of Accreditation, and members of the Eaqals Accreditation Panel.



Eaqals Inspectorate at training during the annual conference in 2019.

Eaquals Accreditation Panel

Under the guidance of the Director of Accreditation, Training and Consultancy, the Accreditation Panel of 8 senior inspectors ensures that Eaquals' quality standards are consistently applied. It moderates all inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.



Sarah Aitken



Ute Arnold



John Haagensen



Ela Jarosz



Galya Mateva



Sue Sheerin



Angela Signorastrì



Justin Vollmer

Eaquals Accreditation Panel, 2021

MEMBERSHIP

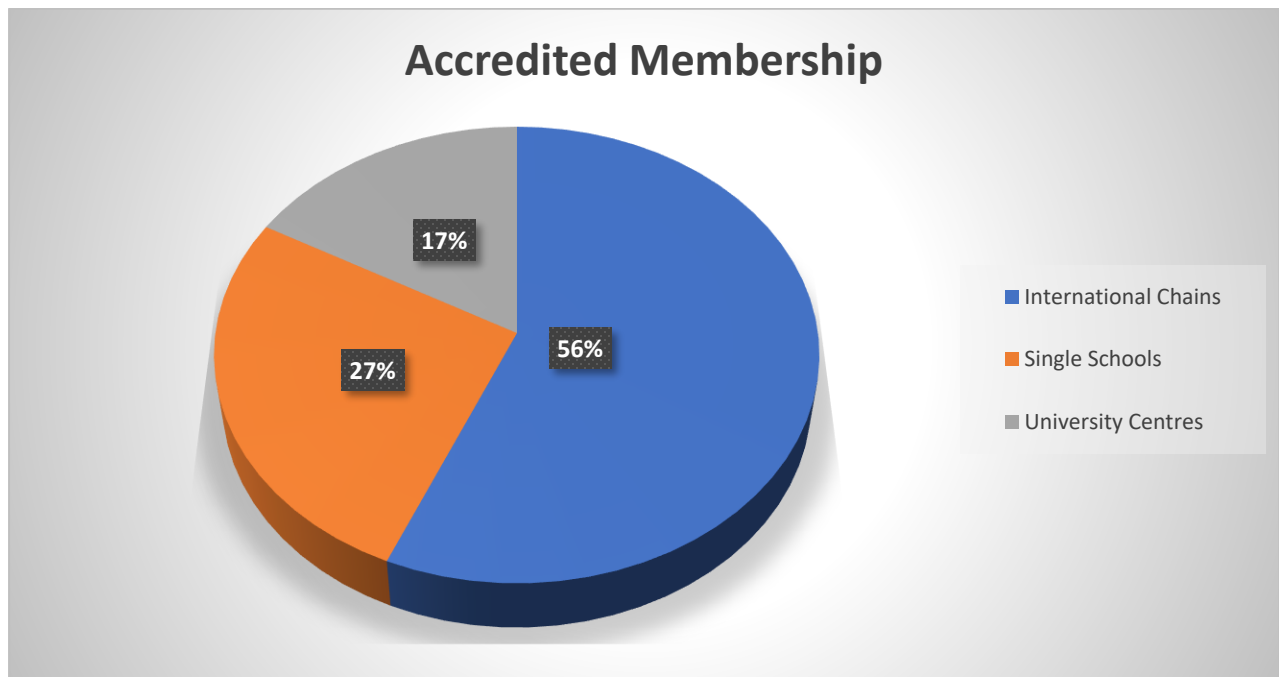
Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2021, there are 117 accredited members teaching 25 languages in 37 countries on 3 continents.

- 66 are single schools
- 32 LECs belong to international chains and groups of schools
- 19 are university centres

55% of the accredited members represent intensive language centres where the main languages taught are English, French and German. Some of these members also run extensive courses but this constitutes a smaller proportion of their business. 45% of the accredited members including university centres, are extensive language centres who offer language courses – predominantly English – to the local clientele.



Associate Members & Project Partners

Eaquals has, as of 31 December 2021, 30 Associate Members based in 17 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g., Institute Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there are 2 organisations (from 2 countries) which are Project Partners, all but one of which are university language departments. Project Partners do not have voting rights within Eaquals but make an important contribution to our network and academic work.



Equals Associate Members

Individual Members

Equals also has a number of individual members (60 in 2021). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Equals’ mission and projects. Individual members do not have voting rights.

CONFERENCES & EVENTS

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2021

As a result of the Covid19 pandemic, Eaquals postponed the annual conference for 2020 and this finally took place on 21st-23rd October 2021 at the Europa Hotel in Belfast and was run as a hybrid event with the conference also being accessible online.



Attendees at the 2021 Annual Conference



Attendees at the 2021 Annual Conference

The conference was officially opened by Eaquals Chair, Thom Kiddle, who welcomed attendees both in-person and online (from over 18 countries) to the organisation and reflected on the journey we had been on throughout the last 18 months and our initial return to face-to-face events. This was followed by an opening address from Mr Gerry Lennon, CEO of Visit Belfast, who reflected on the importance of renewed confidence in travel and international education and looked to a continued opening within the sector and further afield.



Thom Kiddle, Eaquals Chair



Gerry Lennon, CEO Visit Belfast

Eaquals held a special “Eaquals@30” session with former Eaquals Chairs and current Chair sharing their reflections from small beginnings through to present day challenges and looking towards the future of quality assurance, accreditation and language training within the international education industry around the globe and the role that Eaquals continues to play in this.



***Eaquals Chairs (previous & current) & Eaquals Executive Director
(L-R) Frank Heyworth, Richard Rossner, Ludka Kotarska, Justin Quinn, Thom Kiddle, Lou McLaughlin***

Three days of innovative presentations, workshops and discussions included a full day Management Training Workshop, delivered by Andy Hockley, on “*Managing Conflict in the Classroom*” with participants highly engaged throughout on a topic that was relevant for all. The opening plenary, delivered by Dr Joanne Murphy, on “*Leading in times of volatility*” was well-received by attendees and was particularly apt given all that we have had to deal with during the last 18 months of the pandemic. Professor Rhona Sharpe opened the second day with her plenary “*What’s really changed? Exploring the impact of the pandemic on values-based decision making in higher education*” which, once again, linked the theory to the practical realities of what we have faced in the last 18 months. Closing the three-day event was Alan Maley with his plenary on creativity which focused us on alternative approaches to teaching and learning. The session provided valuable information and useful assessment structures to the audience of language teaching professionals.

The conference gala dinner took place at the Titanic Suite, at the Titanic Centre in Belfast - an ideal location for an evening of feasting, dancing and, of course, networking. Presentations were made to Justin Quinn who stepped down as Eaquals Chair in April 2021 and to Anna Andor, Eaquals Services Manager, who has been with the association for 15 years.



Anna Andor, Eaquals Services Manager



Justin Quinn, Eaquals Chair 2016 - 2021

Reflecting on the event, Lou McLaughlin, Executive Director of Equals said:

“After having had to postpone the conference on numerous occasions, we were delighted to be able to move ahead as one of the first in industry offering an international conference with both in-person and online attendance options. The emerging theme of the conference was one of managing change while moving forward and this was a theme we felt very close to! The conference was a very special event, not just because it was our 30th anniversary, but because it was the first time that many were able to meet face-to-face with colleagues in over two years and that was very special as we now cherish these opportunities”.

The next Equals annual international conference will be held in Venice, 28-30 April 2022.

Equals Online 2021

Equals Online welcomed just under 1,000 participants to the online training sessions which ran over two days on 16th & 17th of April 2021.



The event was officially opened by Equals Executive Director, Lou McLaughlin, and Equals Chair, Thom Kiddle, who both reflected on the ongoing challenges as a result of the pandemic and the continued response throughout the sector.

The programme for Equals Online focused on providing input, support, training, discussion options and case studies around 4 strands that are of great relevance: Pastoral Care Online, Adapting Management for 2021 Needs, Equals@30: Then & Now, The Classroom in 2021, and Voices & Insights. The sessions were linked together so that each provided an overview of the theory and worked through this to the more practical and experiential reports from Equals members by means of their shared experiences and panel discussions.

Equals Online showcased the knowledge and expertise from within the Equals network. The majority of speakers were Equals members who were keen to share their experience and work together to deliver quality teaching and support learning – underpinning the Equals ethos.

During the opening plenary, Chia Suan Chong presented *“Supporting our students’ wellbeing”*. This helped set the focus and underlying theme of the conference and started a productive two days. Nergis Uyan’s plenary looked at *“Managing the evolution of CPDs into PCDs: far beyond the plans”* which focused on the practicalities of CPD within our institutions. The second day opened with a plenary from Russell Stannard

on “*Taking a Step Back: Applying Pedagogy to the Technology*” focusing our attention directly onto teaching and learning.

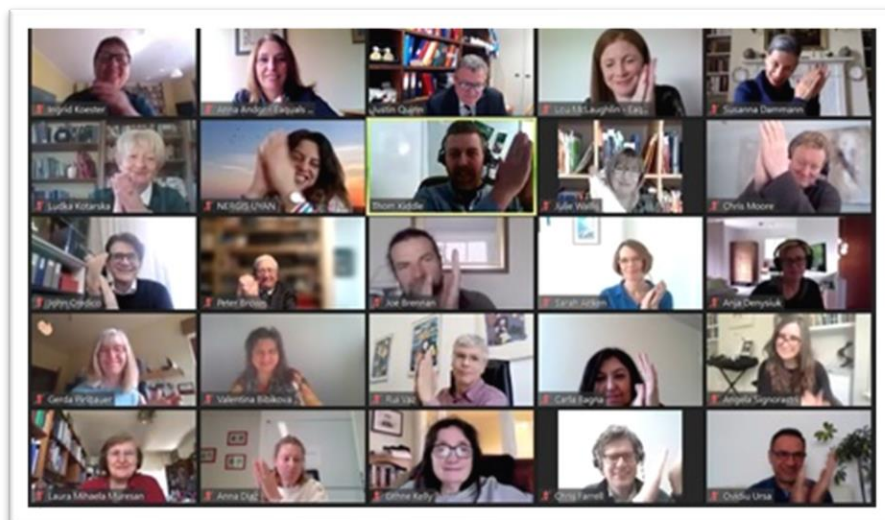


All of the sessions over both days provided valuable information and shared personal experiences. Our panel discussions at the end of the second day were especially well received as they provided insights from managers, from teachers and also from students and ultimately led to an open discussion of the difficulties being faced by the language education community at the moment. Sharing with colleagues in this way allowed us to reinforce the support felt within the network and #eaqualsfamily.

Eaquals AGM & EGM 2021

The Eaquals 2021 online AGM took place on 15th April 2021 and welcomed Chris Farrell as incoming Trustee for the first time as well as Susanna Dammann and Nergis Uyan who stood for their second term as Trustee.

Executive Director, Lou McLaughlin, provided an overview of the projects and developments over the last 12 months which included updates on frameworks e.g., newly developed Eaquals Academic Management Competences Framework (AMCF), and projects e.g., Socially-Distanced Classroom Report, Council of Europe Survey, and the Eaquals 2021 Webinar Series.



Eaquals Trustees, Staff and Members at the 2021 online AGM.

Eaquals also held an online EGM (Extraordinary General Meeting) on 11th November 2021. This later EGM provided Trustees and members an additional amount of time in the year to see the ongoing effect of the pandemic before taking a decision and vote regarding membership fees for the following year.

The EGM was also an opportunity for members to vote on the proposed changes to the Eaquals Articles of Association, learn about planned future events as well as put questions to the Eaquals Executive Director, Director of Accreditation and Eaquals Chair.



Eaquals 30th Anniversary Celebrations

Eaquals was legally founded in 1991 by ten individuals from five countries in Europe who were directors of language teaching organisations in the independent education sector. They saw a need and desire for a set of quality standards for language schools that would be equally applicable to teaching different languages and workable in any country, essentially a Europe-wide quality assurance scheme for language education centres. Eaquals was this standards-setting organisation – but was also a forum and a network that could influence change. They wanted an association which would bring together leading education bodies - national associations, testers, universities, publishers – all those concerned with raising standards in language teaching.

We were delighted to have organised a number of projects during 2021 as part of our 30th Anniversary celebrations:

- *Video Project*: The title of the project was “*My Eaquals Memory*” and these were short video recordings which were hosted on the Eaquals website [here](#).
- *Photo Project*: The photo project “*The 30th Anniversary Archives*” shows photos from events which have taken place over the years. These were collected and are available on the website [here](#).
- *Anniversary Publication*: The publication, “*If you want to go far - Eaquals 30th Anniversary Publication*”, was launched at the annual conference and is available to download for free from the Eaquals website.
- “*Eaquals@30*” were two presentation sessions delivered by previous and current Eaquals Chairs at the Eaquals Online Event in April 2021 and at the annual conference in Belfast, October 2021.



Attendees at the 2021 Annual Conference Gala Dinner



Attendees at the 2021 Annual Conference Gala Dinner



Attendees at the 2021 Annual Conference Gala Dinner

EAQUALS CONTINUED RESPONSE TO COVID-19 & WEBINAR SERIES

In 2021, Eaquals worked hard to ensure that members received continued support and access to resources in order to face the ongoing challenges in relation to the pandemic and its impact on teaching and learning.

Community Discussions

Eaquals ran an online community discussion for members on 18th February which was moderated by Lou McLaughlin and delivered by **Claire Ryan, Rafal Sikora, Purva Srivastava** and **Chris Farrell**. This was the final session in the Socially-Distanced Classroom series which served as a platform to share best practice in relation to the return to the classroom.

Member Panel Discussion

Eaquals was delighted to welcome two schools from our Associate Member AISLi to the panel discussion on the hybrid classroom that was held on 15th June 2021.

Prem Sourek and Joanna Morrison Jones shared their experience of moving into the world of hybrid teaching and learning. Throughout the hour-long session, the panellists looked at how to use the technology, tips for classroom management, engaging young learners online and also answered questions from those participating.

Eaquals Webinar Series 2021

The webinar series for 2021, build on the previous sessions which were released as an initial response to the pandemic at the beginning of 2020.



The graphic features a laptop on a wooden desk with a glass of water and a smartphone. The laptop screen displays 'Webinar & Discussion Series 2021'. The Eaquals logo is in the top left corner.

	Chris Farrell	The Classroom in 2021: Challenges and Opportunities
	Dr. David Bish	Making your materials work for you in the online classroom
	George Pickering	How to coach and mentor effectively in a crisis
	Nazan Gelbal	More Interactive and Effective Lessons with Less Tools/ Apps
	Patrick Boylan	Policy Impact in Program Sustainability – A Saudi Perspective
	Rose Aylett & Martyn Clarke	Learning Partnerships: Lessons from PRELIM

All of the webinar sessions were recorded and available to all afterwards for further viewing and to share and disseminate to colleagues, some of which are listed below. These were accompanied by a webpage which provided links to online free online resources linked to teaching and learning online.

EAQUALS DEVELOPMENT & PROJECTS

Academic Management Competences Framework Project

Eaquals launched the Academic Management Competences Framework at the annual conference in Belfast in October 2021. George Pickering was the Project Lead and supported by project members Maureen McGarvey, Martyn Clarke, Inma Molina, Nergis Uyan, Ania Kolbuszewska and Gillian Davidson. The project followed on from the Eaquals Teacher Development Framework and provides a framework that is a practical tool of use for those moving into academic management positions and those currently working at that level. The framework and supporting excel tools can be downloaded from the Eaquals website.

Towards a Common European Framework of Reference (CEFR) for language teachers: project within the European Centre for Modern Languages (ECML) programme 2016-2019

Eaquals was a main participant in a four-year European Centre for Modern Languages project on teacher competences, now entitled “*A guide to teacher competences for languages in education*”. Richard Rossner worked together with three other principal experts from Switzerland, France and Germany on the various outputs of the project, which ended in December 2019. The project team are continuing their work in 2020-2021 through the ECML ‘training and consultancy’ programme for member states, including Poland, Slovenia, Serbia and Greece in 2020.

Eaquals Resource Development Project: *Seminar materials*

This project began in 2018 and continues to develop. Members share their resources on the Eaquals website for other members to access and use. This is coordinated by Eaquals and has resulted in online ready-to-use seminars and materials which are available for use by all members. The members who have been involved to date are:

MEMBER	Seminar title
CES	Teaching vocabulary (aiding memory and recall)
St Giles	Making sense of the phonemic chart
IH Dublin	Different ways of managing feedback
NILE	Tracking Progress
Jo Watson	Expanding from the coursebook
Jo Watson	Lesson Planning
St Giles	Targeting fossilised errors
ACE English, Malta	Mobile Learning in ELT
Good Hope Studies	Developing Speaking Skills
EF Barcelona	El uso de la L1
IH San Sebastian	Teaching Young Learners
The London School	Let me CLIL you a story
The London School	Joined Up Speaking and Listening

Eaquals Consultancy & Training

Eaquals continued to provide external consultancy throughout 2021 which is overseen by Director of Accreditation, Training & Consultancy. These included quality assurance audits, syllabi review and CEFR alignment in course design and assessment among others. We delivered these consultancy projects for institutions including University of the West Indies and Ben-Gurion University of the Negev.

Eaquals Green Stars Campaign

Eaquals launched their Green Stars Campaign in May 2021 as a follow up to the MoU which was signed with Green Standard Schools. The campaign recognises and celebrates the work done in this area by members.

Eaquals Accreditation Scheme for Online Providers

In August 2021, Eaquals was delighted to announce the launch of the Inspection Scheme for Online Providers which accredits language centres offering online language training programmes delivered synchronously, asynchronously or both.

Erasmus+ Projects Summary Report

Since 2014, fourteen Equals members have been involved in Erasmus+ projects with many of these running projects on an ongoing annual basis. In running these projects, they have collaborated other members within the Equals network and also with additional external partners. Equals, with information from members, put together a summary report of the project work.

PARTNERSHIPS

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Equals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Equals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Equals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues and has worked closely with its Language Policy Unit on developments related to the *Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR)*, the *European Language Portfolio (ELP)*, and language provision for adult migrants. Members of Equals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Equals and ALTE (<http://www.alte.org/>) co-operated to develop the *Equals-ALTE European Language Portfolio*, the first electronic ELP to be accredited by the Council of Europe. A high-level meeting took place recently to review our current agreement and explore new opportunities for collaboration.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Equals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Equals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

BEBC | Bournemouth English Book Centre

Equals was delighted to sign a Memorandum of Understanding with BEBC. BEBC provide English Language Teaching (ELT) books and resources for universities, teachers and English Schools. BEBC was founded by John Walsh in April 1974 and has gone from strength-to-strength since its beginnings in Bournemouth.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Equals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Equals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in

the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

Green Standard Schools (GSS)

In May 2021, Equals was delighted to sign a Memorandum of Understanding with GSS. As part of the agreement, GSS Chair, Jonathan Dykes, delivered a webinar on GSS for members and he was joined by Equals member, ACET, who are the first GSS accredited school in Ireland.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Equals is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Equals inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Equals maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which is developing standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general. The ISO 21001, the management systems standard (MSS), has recently reached final draft stage and is currently being balloted on by national standards bodies. The final draft of the proposed ISO standard *Learning services outside formal education – requirements* reported on in the 2015 Board report (ISO 29993) has now been approved.

Japan Association for Management of Training and Education (JAMOTE)

Equals and JAMOTE have worked closely together on the development of ISO 29990, a new standard for providers of learning services in the non-formal sector. In addition, JAMOTE and Equals have co-operated to run several seminars in Japan on quality assurance in education and training, including language education.

Instytut Baden Edukacyjnych | The Polish Ministry of Education

Equals members in Poland have been assisting the Polish Ministry of Education – Instytut Baden Edukacyjnych (IBE) – by advising and sharing information on quality assurance requirements for institutions which award certificates and diplomas in language proficiency within the Polish Integrated Qualifications System.

International House World Organisation (IHWO)

Equals and IHWO have an agreed MOC which takes into account both the IH inspection scheme as well as the Equals Accreditation scheme.

LanguageCert

Equals were pleased to sign an MoU with Language Cert in 2019. LanguageCert have been Equals Associate Members for quite a while and this relationship will be developed further over the coming years. As part of the agreement, a joint webinar is run on an annual basis for both members and non-members.

Macmillan

Equals and Macmillan were delighted to announce that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associate Members.

EAQUALS PARTICIPATION IN THE WIDER COMMUNITY

Events with Eaquals participation in 2021

In order to promote Eaquals, our members and our wider quality ethos, Eaquals was represented at the events listed below, some of which moved to online delivery as a result of the Covid19 pandemic:

Date	Event	Attended by
March 2021	LAMSIG “Festival of ideas” – Plenary Presentation (Online).	Lou McLaughlin
September 2021	ECML Workshop: “Developing teacher competences for pluralistic approaches” (Graz, Austria & Online).	Miranda Karjagdi Çolak
September 2021	Joint GAELA-FELCA Annual Meeting (Online).	Lou McLaughlin
Quarterly	GAELA Meeting (Online).	Lou McLaughlin
September 2021	AISLi DOS Conference – Presentation (Online).	Lou McLaughlin
September 2021	ACLES (Asociacion de Centros de Lenguas en la ensenanza superior) – Conference Presentation (Online).	Lou McLaughlin
September 2021	StudyTravel ALPHE (Online).	Lou McLaughlin
November 2021	QAHE (Quality Assurance in Higher Education) – Conference Presentation (Online).	Lou McLaughlin
November 2021	ECML Workshop: “Digital citizenship through language education” (Graz, Austria).	Claire Ryan
December 2021	ECML Colloquium: “The future of language education in the light of Covid – lessons learned and ways forward” (Online).	Lou McLaughlin
December 2021	PNF (Professional Network Forum) Annual Meeting (Graz, Austria & Online).	Lou McLaughlin



Eaquals member, Claire Ryan of Future Learning at ECML Workshop.



Eaquals Executive Director, Lou McLaughlin, taking part in STLive TV

REPORT ON STRATEGY

Throughout 2021, Eaqals continued to work to achieve its objectives which were in line with the Eaqals Strategy Document 2020-2025 which is freely available on the Eaqals website.

Eaqals Mission

We foster excellence in language education across the world by providing leadership, guidance and support to governments, teaching institutions and individuals.

Eaqals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service

The Eaqals 2020-2025 Development Strategy comprises the following main objectives:

Overarching objective: Eaqals aims to build on its position as the leading international association for language learning service providers with a reputation for academic excellence and all-round quality. This will be addressed with an emphasis on internationalisation, inclusion and innovation achieved through accreditation, support, academic strength and quality.

1 | Growing the Eaqals Membership

We will continue to support members through the successful programmes offered during 2020. In addition, we will seek to identify new opportunities and leads to grow the membership. The Eaqals Online event may become an annual event which will serve as a powerful outreach tool to potential new members.

2 | Developing the services offered to Eaqals members

As is evident from the accreditation process, Eaqals academic expertise is the element members value most highly. Eaqals currently offers two accreditation schemes – Eaqals Accreditation Scheme version 7.2 and Eaqals Accreditation Scheme for HEIs.

The benefits to members are noted specifically in terms of academic management, pedagogy, reassurance and competitive advantage. The rationale behind the development of the Accreditation Scheme to cover a wider variety of learning contexts is key to service development.

The provision of ongoing resources for members are a crucial means of support. We will continue to offer this support through webinars, online training, discussion forums, and the formation of communities of practice.

3 | To encourage and enable the development of peer-to-peer support networks.

We will continue to support the formation of communities of practice developed through and from the existing programme of webinars and other training opportunities provided by Eaqals. We will develop and support forums and other means of online and face-to-face communication between members.

4 | Expanding the Eaqals global consultancy offer

We will develop a series of round table discussions with the objective of raising the profile of Eaqals at global level. This will aid in the development of key relationships and will grow and expand as opportunities arise. In addition, this will feed into accreditation and resources, and ultimately provide a more evidently global leadership within the Eaqals mission.

The Executive Director is responsible for implementing the development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific achievements in 2021

- The continued promotion of high standards by providing practical professional support to Equals members through online resources particularly during the initial move to online delivery as a result of the pandemic.
- The continued growth of the association by increasing the number of associate members.
- The development of Equals' external consultancy and training services in specific areas of expertise.
- The delivery of the Equals Webinar Series 2021 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.
- The continued provision of additional training webinars to support members in the ongoing delivery of online classes for their students.
- The successful running of the Equals Online 2021 event for both members and non-members.
- The continued development of the Equals website with a complete overhaul, review and redesign of the events section as well as through reorganisation and updating of resources, adding further interactive material and including further sign-up options.
- The continued development of communications about Equals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running biannual campaigns to engage members. This has allowed us to strengthen our own links to members and helps to strengthen our membership networks and aided in the running of the social media campaigns.
- The continuation of individual member meetings as well as country-level meetings to engage with members and ensure that their views were taken into account in relation to forward planning around events, resources etc.
- The provision of further training for accredited members and inspectors in relation to the integration of the quality standards for blended learning programmes.
- The addition of policy documents and Equals Guarantees on the Equals website in additional languages: Spanish, Italian, Russian, French, German, Japanese, Czech, Romanian and Polish.
- The maintenance and development of the Equals Monthly Newsletter. This has continued to provide a summary of monthly developments within Equals e.g., where we have been, new members, new agreements etc.

Further details and website links for all Equals activities can be found on our website: www.equals.org

The association is very grateful to the many members who voluntarily, without charge, give a good deal of their time to Equals activities, and this gratitude extends to their employers for their support; without this work and support Equals could not operate.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2021 the reserves stood at €440,304. In 2020 this stood at €426,393. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. At the 2021 EGM, members voted to maintain the previously reduced membership fee rates in place for 2021 (25% reduction on 2020 fees) and to maintain the option of a quarterly payment scheme if required. This was to ensure the maintenance of membership numbers and income through annual fee. In addition, the association continued with reduced costs during 2021 in the form of resource reduction. These measures, along with reduced inspection costs due to travel restrictions provided the association with a surplus of €13,912 at year end. The trustees are satisfied that the association is a going concern.

STRUCTURE & GOVERNANCE

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Eaquals is ultimately controlled by its voting members who elect trustees at the annual general meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2021 there were 117 accredited members as listed on pages 3-5 of the report.

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member requires nomination by the associate membership committee and approval by the trustees. As at 31 December 2021 there were 30 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair, Vice-Chair(s) and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met six times in 2021, one face-to-face meeting and five online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2021 as the independent examiner for Eaquals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eaquals.

Statement of trustees' responsibilities

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

Company 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 19 to 20 was approved by the trustees on 25 March 2022 and signed on their behalf by:



Thom Kiddle,
Equals Chair

INDEPENDENT EXAMINER'S REPORT

For the Year Ended 31 December 2021

Independent examiner's report to the Trustees of Eaquals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2021.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:



Dated: 06 May 2022

Julian Flitter FCA

Goodman Jones LLP

29/30 Fitzroy Square
London
W1T 6LQ

**STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME & EXPENDITURE ACCOUNT**

Year Ended 31st December 2021

	2021	2020
	€	€
Income from charitable activities		
Membership fees	231,813	380,264
Conferences and other member services	104,624	5,902
Consultancy and other income	51,525	33,260
Total income from charitable activities	387,962	419,426
Charitable expenditure		
Inspection costs	(108,718)	(66,505)
Conferences and other member services	(93,879)	(14,511)
Consultancy costs	(5,400)	(4,182)
Marketing, website and development	(20,249)	(43,113)
Support costs		
- Governance: trustee and committee meeting costs	(5,054)	(4,551)
- Governance: independent examiner's costs	(4,313)	(2,475)
- Other support costs	(133,529)	(118,772)
Total charitable expenditure	(371,142)	(254,109)
Net income and net movement in funds for the year	16,820	165,317
Reconciliation of funds		
Funds brought forward	426,393	261,075
Funds carried forward	443,213	426,393

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 31 to 35 form part of these financial statements.

BALANCE SHEET
AS AT 31ST DECEMBER 2021

	2021	2020
	€	€
Current assets		
Debtors		
- Trade debtors	9,604	26,129
- Prepayments	62,940	75,323
Cash at bank and in hand	415,864	444,387
	<u>488,408</u>	<u>545,839</u>
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(20,327)	(12,151)
- Accruals and income received in advance	(24,868)	(107,295)
	<u>(45,195)</u>	<u>(119,446)</u>
Net assets	<u>443,213</u>	<u>426,393</u>
Total funds: all general fund (unrestricted)	<u><u>443,213</u></u>	<u><u>426,393</u></u>

The notes on pages 31 to 35 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2021. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 25 March 2022 and were signed on its behalf by:



Adam Donoghue, Treasurer

CASH FLOW STATEMENT
YEAR ENDED 31ST DECEMBER 2021

	2021	2020
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	(28,523)	173,212
Change in cash in the year	(28,523)	173,212
Cash brought forward	444,387	271,175
Cash carried forward	415,864	444,387

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2021

1 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	€	€
Net income for the year		
(per Statement of Financial Activities)	13,912	165,317
Adjustment for:		
Decrease /(increase) in debtors	31,816	(25,608)
(Decrease)/ increase in creditors	(74,251)	33,504
Net cash provided by (used in) operating activities	(28,523)	173,213

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2021

2 Accounting policies (continued)

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2020

2 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the impacts that the Covid-19 pandemic may have for the Charity, and it is deemed that the Charity can meet its commitments and liabilities and can continue for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Julie Wallis was remunerated in 2021 for non-trustee work carried out: €1,500 (2020: €0) as an inspector, Susanna Dammann was remunerated €1,200 (2020: €0) as an inspector and Nergis Uyan was remunerated €3,200 (2020: €0).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2021

5 trustees were reimbursed travelling expenses of €3,406 during the year in relation to their duties as trustees (2020: 9 trustees were reimbursed €3,516). In addition, 3 trustees were reimbursed €597 for travelling expenses relating to inspections (2020: 1 trustee was reimbursed €152).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Thom Kiddle (Chair) and Adam Donoghue (Treasurer). None of these received any remuneration in 2021 or 2020.

Two staff members are key management personnel. In 2021 they were paid €110,734 in total, plus €7,277 social security contributions (2020: 2 staff were paid €97,815 in total, plus €6,428 social security contributions).

5 Staff costs

	2021	2020
	€	€
Salaries and fees	151,637	133,916
Social security costs	7,277	6,428
Total staff costs	158,914	140,344
Average number of staff (full time equivalent)	4.0	4.1

There were no employees paid more than £60,000 (€70,000) in either 2021 or 2020.

6 Deferred income

	€
Balance included in current liabilities at 31 December 2020	103,495
Released to income in 2021	(103,495)
Income received in 2021 relating to activities in 2022	20,555
Balance included in current liabilities at 31 December 2021	20,555

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association leases an administrative office in Budapest, Hungary. There is a lease expiring on 30 June 2023, with a commitment at 31 December 2021 of €2,280 (2020: €2,280).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2021

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2021 or 2020 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 147 members as at 31 December 2021.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 29/30 Fitzroy Square, London UK W1T 6LQ.

EAQUALS

England & Wales - Charity number 1143547

Accounts



EAQUALS

(Evaluation & Accreditation of Quality Language Services)

A company limited by guarantee

Trustees report and financial statements

Year ended 31 December 2020

Company registration number (England & Wales): 7727406

Charity registration number (England & Wales): 1143547

www.eaquals.org

Email: info@eaquals.org

Postal address: PO Box 1202/95 Budapest H-1380 Hungary

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REFERENCE INFORMATION

Trustees Justin Quinn (Chair) | Centre of English Studies, Ireland
Thom Kiddle (Vice Chair, re-elected 9 July 2020) | Norwich Institute for Language Education, England
Adam Donoghue (Treasurer) | Freelance
Peter Brown (Founder Chair) | British School of Trieste, Italy
Susanna Dammann | Freelance
Nergis Uyan | Ozyegin University, Turkey
Chris Moore | Specialist Language Courses, England
Beata Schmid | EF International Language Centers
Julie Wallis (elected 9 July 2020) | The London School, Italy

Accreditation Panel Sarah Aitken
Ute Arnold
Martyn Ellis
John Haagensen
Elzbieta Jarosz
Galya Mateva
Sue Sheerin
Angela Signorastri
Justin Vollmer

Associate Membership Committee Peter Brown (Chair)
Michael Carrier
Valerie Clochard
Frank Heyworth
Galya Mateva

Eaquals Ombudsman Ingrid Koester

Eaquals Staff Lou McLaughlin | Executive Director
Ludka Kotarska | Director of Accreditation and Consultancy
Anna Andor | Services Manager
Vivi Koszegi | Administrative Assistant
Jenny Rush | Communications Officer (until April 2020)

Registered Office	29/30 Fitzroy Square, London, W1T 6LQ, England.
Secretariat	PO Box 1202/95, Budapest H-1380, Hungary
Website	www.eaquals.org
Company registration	7727406, incorporated on 3 August 2011 (England & Wales)
Charity registration	1143547 (England & Wales)
Independent examiner	Julian Flitter FCA Goodman Jones LLP, Chartered Accountants, 29/30 Fitzroy Square, London, W1T 6LQ, England.
Solicitors	Russell-Cooke 2 Putney Hill, Putney, London SW15 6AB, England.
Bankers	Barclays Bank 1 Churchill Place, Canary Wharf, E14 5HP, England.

EAQUALS MEMBERSHIP

Accredited Members

Founder F | Joined 2020 | Joined 2021 to date#*

Algeria

In-tuition

Belgium

CLL Centres des Langues asb

Bosnia and Herzegovina

International University of Sarajevo English Language School

Bulgaria

AVO Language and Examination Centre

China

Donghua University International Cultural Exchange School (Shanghai)

Croatia

KEZELE – School of Foreign Languages & Business Communication

Linguapax Language School

Skola stranih jezika – Ziger

Cyprus (North)

Girne American University Foundation English School

Czech Republic

AKCENT International House Prague

Threshold Training Associates s.r.o. and Language and Training

Estonia

The Language School in Down-Town

France

ALPADIA Lyon

Alpha.b Institut Linguistique

Centre International d'Antibes

EF Ecole Internationale de Francais-Nice

EF Ecole Internationale de Francais-Paris

ILA (Institut Linguistique Adenet)/Easy French

IS Aix-en-Provence

Germany

ALPADIA Language Schools, Berlin

ALPADIA Language Schools, Freiburg

did deutsch-institut Berlin

did deutsch-institut Frankfurt

did deutsch-institut Hamburg

did deutsch-institut Munchen

EF Internationale Sprachschule Berlin

EF Internationale Sprachschule Munchen

GLS Campus Berlin – International House

Greece

Doukas School, The Department of Foreign Languages

Ireland

ACET (Cork Language Centre International)

Active Language Learning

Twin English Centre Dublin (formerly Alpha College of English)

Apollo Language Centre

ATC Language School

Atlantic Language Dublin

Atlantic Language Galway

Atlas Language Centre

Bridge Mills Galway Language Centre

Castel International Education

Centre of English Studies, Dublin

Cork English College

Dorset College

Emerald Cultural Institute, Dublin

Future Learning Language School

Galway Cultural Institute

International House Dublin

SEDA College

Swan Training Institute

ULearn

Italy

Alpha beta Piccadilly

British School of Trieste

CLM-Bell

CLUSS-Centro Linguistico Università per Stranieri di Siena

Di.L.It. International House

EF Centro Linguistico, Rome

Lord Byron College

The Language Grid

The London School

Japan

EF International Language Centres, Tokyo

Hokkaido Japanese Language School

Kazakhstan

InterPress International House Almaty

Kosovo

New Age School

Kuwait

Australian College of Kuwait

Latvia

Education Centre DURBE

Libya

International House Libya

Luxembourg

PROLINGUA Language Centre

MALTA

ACE English, Malta

EF International Language Centres, Malta

European School of English, Malta

International House Malta-Gozo

Maltalingua School of English

NSTS English Language Institute

Montenegro

Oxford Centar International Language Centre

Poland

Language Centre Jagiellonian University Collegium Medicum

Gama College of English

Language Centre of Krakow University of Economics

Lodz University of Technology Language Centre

The Language Centre Jagiellonian University

Portugal

CIAL Centro de Linguas

Qatar

Qatar International Academic for Security Studies Language School

Romania

Alpha Centre of Modern Languages and Department of Romanian Language, Culture & Civilisation, Babes-Bolyai University

Britanica Learning Centre

International House Bucharest

Russia

Derzhavin Institute

Liden & Denz Language Centre, Moscow

Liden & Denz Language Centre, St Petersburg

Saudi Arabia

Yanbu English Language Institute, Royal Commission Colleges and Institutes

King Faisal Air Academy

Serbia

Tom & Emma School of English

Slovakia

The Bridge School*

South Africa

EC English Cape Town

EF International Language School Cape Town

Good Hope Studies

Oxford English Academy

South Korea

EF International Language Campuses

Spain

British Institute of Seville

EF Centro Internacional de Idiomas, Malaga

EF Centro Internacional de Idiomas,
Barcelona

Hispania, escuela de español

O'Clock Idiomas

International House Madrid

Lacunza, International House San Sebastian

Lenguas Vivas

Malaca Instituto

Oxford House (Oxford TEFL SL)

Switzerland

ALPADIA Montreux

Alpha Sprachwelt

Bell Switzerland SA

LSI Switzerland AG

TLC International House Zurich-Baden

Turkey

Adana Gundogdu College

Isik University School of Foreign Languages

Ozyegin University School of Languages

Private Sinav Schools-Ankara

Terakki Foundation School

Sabanci University School of Languages#

School of Foreign Languages, Karabuk
University

Yuce Schools

Ukraine

NOVAMOVA International Language School

Odessa Language Study Centre

United Arab Emirates

Eton Institute (Dubai & Abu Dhabi)

United Kingdom

Bloomsbury International

British Study Centres Edinburgh

British Study Centres English for Juniors

British Study Centres London Hampstead

British Study Centres Manchester

British Study Centres York

Centre of English Studies Leeds

Centre of English Studies Wimbledon

Centre of English Studies Worthing

EF International Language Centre Cambridge

English in Action

International House London

International House Newcastle

NILE Norwich Institute for Language
Education

Torquay International School

Associate Members

Austria

CEBS Center fur berufsbezogene Sprachen

Bulgaria

OPTIMA The Bulgarian Association of Quality
Language Services

Canada

EduNova Co-operative Ltd

Croatia

CAFL The Association for Foreign Languages at
the Croatian Chamber of Economy

Czech Republic

Asociace jazykovych skol

Republic of Macedonia

MAQS Macedonian Association for Quality
Languages Services

Germany

g.a.s.t. TestDaF-Institut

Goethe Institut HQ

telc GmbH

Greece

QLS Panhellenic Association of Accredited
Quality Language Schools

Ireland

Quality & Qualifications Ireland

Marketing English in Ireland

Italy

AISLi, the Italian Association of Quality
Language Schools

ASILS, Association of Schools of Italian as a
Second Language

Netherlands

Educational Testing Service Global BV

Portugal

Camoes Instituto da Cooperacao e da Lingua

Romania

Romanian Association for Quality Language
Services (QUEST)

Serbia

Association of Language Schools of Serbia
(YALS)

Slovakia

TrackTest

Spain

Asociación de Centros de Lenguas en la
Ensenanza Superior (ACLES)

Instituto Cervantes

FEDELE

Sweden

The Swedish Association of Accredited
Language Training providers

United Kingdom

British Council

Cambridge Assessment English

Educational Software Products

Euroexam International

Guided e-Learning

LanguageCert ESOL Qualifications

Macmillan Education

Oxford University Press

Pearson Education

Trinity College London

Worldwide

Altissia

International House World Organisation

Project Partners**Italy**

CVCL Universita per Stranieri di Perugia

Switzerland

Migros-Genossenschafts-Bund

Turkey

Sabanci University School of Languages

INTRODUCTION

The members of the board of trustees, who are the directors of the company (“the association”) for the purposes of UK company law and trustees for the purposes of UK charity law, present their statutory annual report which includes the information set out on pages 1 to 6 and the financial statements for the year ended 31 December 2020.

The financial statements have been prepared in accordance with the accounting policies set out on pages 26 to 30 and comply with the Charities Act 2011, the Companies Act 2006, the association’s Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

The association is a public benefit entity. All the activities are charitable; the objectives of the association are the advancement of education for the public benefit, in particular to improve the provision and quality of language education and cultural understanding for students of languages and cultures by:

- Developing and promoting quality standards for the teaching and testing of modern languages, cultural awareness and associated skills;
- Providing accreditation against these standards for providers of language education and related services;
- Providing training and support for teachers and others working in the field of language education with view to furthering their professional development to raise language teaching standards worldwide;
- Developing and producing materials and tools to improve language teaching.

As a not-for-profit association there are no shareholders to fund and the financial surplus is available to finance future developments.

Eaquals (Evaluation and Accreditation of Quality Language Services) was founded in 1991 as the European Association for Quality Language Services. The name was later changed to reflect Eaquals’ development at global level.



Eaquals Board of Trustees, Online Meeting, 2020.

INSPECTION & ACCREDITATION

Equals Accreditation

Accreditation by Equals is the primary way in which language education institutions can demonstrate compliance with high international standards. Equals Membership is awarded after a rigorous inspection based on transparent criteria, and a re-inspection is held every four years. The process is designed to assist language centres to attain and maintain quality standards, and independent consultancy advice is provided where required.

The Inspection Scheme is regularly reviewed to ensure it is fit for purpose. In 2020 the process was finalised and 7.2 version of the Scheme was launched. It is applied to accredit:

- stand-alone language schools
- groups of language schools
- foreign language departments of mainstream education schools
- corporate training centres

In response to a growing interest in Equals accreditation from Higher Education institutions, Equals developed a new scheme for this sector which was successfully piloted at the end of 2020. The Equals Inspection Scheme for Higher Education is designed to accredit university language centres and university language departments which offer language training programmes to undergraduate, graduate and postgraduate students and in particular both universities where completion of language programmes is a requirement for graduation and English as the Medium of Instruction universities which run foundation programmes.

The Equals Quality Standards for both Schemes are arranged in 12 Categories, grouped in 5 Sections, which correspond to different aspects of the language centre's activities. Within each of the Categories there are detailed assessment criteria as follows:

Section A | Institutional Management and Governance

1. Management and Administration
2. Quality Assurance
3. Communication with Staff
4. Communication with Students and Clients/Other Stakeholders

Section B | Academic Management

5. Course Design and Supporting Systems
6. Teaching and Learning
7. Assessment and Certification
8. Academic Resources

Section C | Student Services

9. Student Services

Section D | Staff

10. Staff Profile and Development
11. Staff Employment Terms

Section E | Learning Environment and Facilities

12. Learning Environment

The main documents comprising the Inspection Scheme Manual, the Guide for Language Centres, the Handbook for Inspectors and the Self-Assessment Handbook were amended in line with version 7.2, and a new set of documents was developed for the Scheme for Higher Education institutions.

Membership of Equals offers our accredited institutions support in attaining excellence, setting them apart from others in their field. The Equals inspection process also offers groups of centres a reliable and straightforward way to ensure common quality standards within and across national boundaries. While

national accrediting bodies may concentrate on their home language, Eaqals accredits teaching and teacher training across any language.

Additionally, Eaqals assists member institutions with manager and staff training, and with consultancy and advice on academic and general management, offering them a range of online and printed resources and a programme of professional development.

Eaqals Inspectorate

The Inspectorate has a high professional profile. Eaqals inspectors are themselves language education professionals with considerable managerial and international experience covering a wide range of markets and languages. Inspectors are appointed for the period of two years upon successful completion of the training programme. They must demonstrate a good knowledge of the Eaqals Inspection Scheme together with the capacity to objectively evaluate a language Centre's performance against the Quality Standards. They develop and maintain their expertise through regular professional development and standardisation sessions. Re-appointment is subject to adherence to the Code of Conduct for Eaqals Inspectors, feedback from language centres and co-inspectors, and attendance of at least one face-to-face Continuous Professional Development session every two years; this may be replaced in any one year by on-line standardisation tasks. The inspectors carry out both initial inspections and re-inspections. The current team of inspectors comprises 53 inspectors; 36 are freelance inspectors and 17 are employed by accredited members.

Eaqals Accreditation Panel

Under the guidance of the Director of Accreditation, Training and Consultancy, the Accreditation Panel of 8 senior inspectors ensures that Eaqals' quality standards are consistently applied. It moderates all inspection reports, decides the outcome of each inspection, and oversees the development of the inspection scheme. Panel members are appointed by the Board of Trustees.



Sarah Aitken



Ute Arnold



Martyn Ellis



John Haagensen



Ela Jarosz



Galya Mateva



Sue Sheerin



Justin Vollmer

Eaqals Accreditation Panel, 2020

MEMBERSHIP

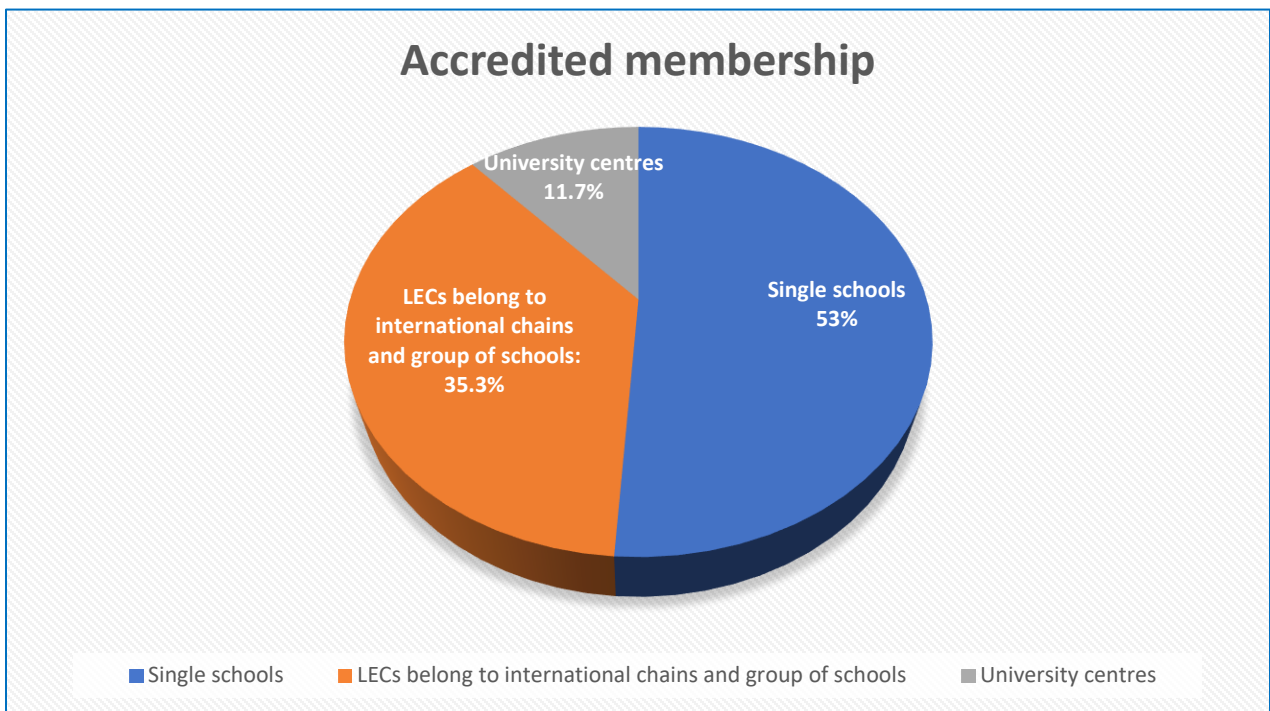
Accredited Members

Eaquals inspects a wide spectrum of institutions from small single schools to international chains with centralised management and university departments, all requiring a slightly modified approach and focus.

As of 31 December 2020, there are 136 accredited members teaching 25 languages in 39 countries on 3 continents.

- 72 are single schools
- 48 LECs belong to international chains and groups of schools
- 16 are university centres

59% of the accredited members represent intensive language centres where the main languages taught are English, French and German. Some of these members also run extensive courses but this constitutes a smaller proportion of their business. 41% of the accredited members including university centres, are extensive language centres who offer language courses – predominantly English – to the local clientele.



Associate Members & Project Partners

Eaquals has 34 Associate Members based in 17 countries. Our Associate Members bring a wealth of professional expertise to the Eaquals network and provide invaluable support for many of our educational projects. They comprise a diverse group of influential organisations involved in language education. They range from national associations of language education providers to national public-sector bodies responsible for promoting language and culture e.g. Institute Cervantes, language examination providers, publishers of learning materials and a French government institution for language study and research.

In addition, there are 3 organisations (from 3 countries) which are Project Partners, all but one of which are university language departments. Project Partners do not have voting rights within Eaquals but make an important contribution to our network and academic work.



Equals Associate Members, 2020

Individual Members

Equals also has a number of individual members (60 in 2020). These are primarily freelance inspectors and other individuals who are active in the language education field, but not employed by a member institution, and who wish to contribute to Equals’ mission and projects. Individual members do not have voting rights.

CONFERENCES & EVENTS

Eaquals conferences and training events are attended by a wide range of member and non-member delegates including directors, school owners, academic and business managers, marketing managers and those responsible for teaching, teacher training and course design.

In running these conferences and training events, Eaquals continues to endorse the principles of Language Learning for European Citizenship formulated by the Council of Europe:

- To increase mutual knowledge and understanding among all European people;
- To increase the quantity and quality of international cooperation;
- To combat prejudice and intolerance towards people of different languages and cultures.

The Eaquals International Annual Conference, 2020

As a result of the Covid19 pandemic, Eaquals postponed the annual conference for 2020 and this is now scheduled to take place on 21st-23rd October 2021 at the Europa Hotel in Belfast where Eaquals will celebrate its 30th anniversary. Although unable to hold a face-to-face event in 2020, Eaquals took the opportunity to run a two-day online event which was open to both members and non-members – *Eaquals Online 2020*.

Eaquals Online 2020

Eaquals Online welcomed just under 1,000 participants to the online training sessions which ran over two days on 23rd & 24th October 2020.



The event was officially opened by Eaquals Executive Director, Lou McLaughlin, and Eaquals Chair, Justin Quinn, who both reflected on the challenges of 2020 and the impact of the pandemic on the international education sector.

The programme for Eaquals Online focused on providing input, support, training, discussion options and case studies around 4 strands that are of great relevance: Pastoral Care in Times of Crisis, Crisis Management, Teaching & Learning Online, and Looking Forward. The sessions were linked together so that each provided an overview of the theory and worked through this to the more practical and experiential reports from Eaquals members by means of their case studies.

Eaquals Online showcased the knowledge and expertise from within the Eaquals network. The majority of speakers were Eaquals members who were keen to share their experience and work together to deliver quality teaching and support learning – underpinning the Eaquals ethos.

During the opening plenary, Sarah Mercer presented “*Teacher Wellbeing in Times of Crisis – coping with kindness*”. This pertinent topic was well-received by attendees and set us up for a productive two days. Martyn Clarke’s plenary looked at “*Managing in uncertainty: What to do when we don’t know what to do*” focused our attention on different models to employ in the current climate and paved the way for the case study reports from Eaquals members, Ozyegin University School of Languages and Lacunza-IH San Sebastian. The

second day opened with a plenary from Sophia Mavridi on “From emergency remote teaching to sustainable online education: dilemmas and solutions” which addressed the current issues faced by teachers and looking towards a more sustainable response.



All of the sessions over both days provided valuable information, shared personal experiences and ultimately led to an open discussion of the difficulties being faced by the language education community at the moment. Sharing with colleagues in this way allowed us to reinforce the support felt within the network and #eaqualsfamily.

Eaquals AGM 2020

The Eaquals 2020 online AGM took place on 9th July 2020 and welcomed Julie Wallis as incoming Trustee and Thom Kiddle who will serve a second term as Vice Chair on the Eaquals Board of Trustees.

Executive Director, Lou McLaughlin, provided an overview of the projects and developments over the last 12 months which included updates on frameworks e.g. current frameworks have been developed to provide a German version for the current Eaquals TD Framework and an Eaquals Language for Academic Purposes Framework ready for Q3. Members were informed that the revised Eaquals Accreditation Scheme version 7.2 has now been launched. Additionally, a set of guidelines had been developed to help Eaquals members establish a quality framework for online and blended learning provision. The Eaquals HEI (Higher Education Institution) scheme was confirmed as ready for piloting.

“It was a good opportunity to connect with all of the Eaquals membership albeit virtually for the first online AGM”. Lou McLaughlin, Eaquals Executive Director.



Eaquals Trustees, Staff and Members at the 2020 online AGM.

EAQUALS RESPONSE TO COVID-19

Eaquals worked hard to ensure that members were provided with as much support and access to resources as possible in the sudden move to online delivery.

- 14 training webinars for online language teaching and learning,
- 7 training webinars for teachers,
- 7 training webinars for managers
- 4 Q&A online webinar sessions.

All of the webinar sessions were recorded and available to all afterwards for further viewing and to share and disseminate to colleagues, some of which are listed below. These were accompanied by a webpage which provided links to online free online resources linked to teaching and learning online.

Presenter	Topic
Bethan Edwards	Using Zoom for online teaching & learning
Thom Kiddle	Teaching Asynchronously
Chris Farrell	Assistance with management of online teaching
Sian Deeble	Using Zoom to teach younger learners online
Bethan Edwards	Q&A Session (Using Zoom)
Thom Kiddle	Q&A Session (Asynchronous Learning)
Chris Farrell	Q&A Session (Mgmt of online teaching)
Liam Brown	Managing in a world of online teaching
AVO	Case Study: Eaquals Member
Sian Deeble	Q&A Session (Teaching YLs online)
Joanne Mitten	Remote Pastoral Care
Thom Kiddle	Online Assessment
Joanna Paolinelli	Inclusion and supporting sts with dyslexia
EC English	Case Study: Taking your school online
David Coarsey	Taking your school online
George Pickering	Communicating Effectively Online

Specific thanks is owed to Eaquals members who contributed to the webinar series with Case Studies (AVO Language & Examination Centre, NILE, ATC, The London School, Guided eLearning and EC English) which highlighted best practice in moving to online delivery, supporting staff and students and overall management of the crisis situation.

In addition to the focus on training and resource provision, Eaquals Executive Director and Director of Accreditation had carried out individual member meetings with both Accredited and Associate members over a two-month period to discuss the challenges they were facing and learn how Eaquals could best support them. Eaquals Executive Director also held additional country-level member meetings which served to connect and strengthen the network of Eaquals members within the various countries.

In response to the move to online delivery, Eaquals developed and provided a set of guidelines to assist members in establishing a quality framework for online and blended learning provision.

Towards the end of the year, Eaquals held member forums on the topic of the *Socially-distanced classroom*. This was an opportunity for members to come together to discuss their own experiences of returning to the classroom and identify the difficulties they were facing. Eaquals compiled the information from these meetings into a summary document which informed the focus of follow-up meetings on classroom management, lesson planning and use of technology, scheduled for 2021.

EAQUALS DEVELOPMENT & PROJECTS

LAP (Language for Academic Purposes) Framework

Eaquals launched the LAP Framework which supplements the *Eaquals Framework for Language Teacher Training and Development* by adding descriptors for the teaching of languages for academic purposes, for example in university language centres. The framework is available for download via the Eaquals website and access is open to all.

Academic Management Competences Framework Project

Eaquals began work on an Academic Management Competences Framework in Q3 of 2019 and this continued through 2020. George Pickering is the Project Lead and supported by project members Maureen McGarvey, Martyn Clarke, Inma Molina, Nergis Uyan, Ania Kolbuszewska and Gillian Davidson. The project aims to follow on from the Eaquals Teacher Development Framework and provide a framework that is a practical tool which will be of use for those moving into academic management positions and those currently working at that level. The project was piloted in November 2020 and final review was completed with a view to launching the framework in Q1 of 2021.

Towards a Common European Framework of Reference (CEFR) for language teachers: project within the European Centre for Modern Languages (ECML) programme 2016-2019

Eaquals was a main participant in a four-year European Centre for Modern Languages project on teacher competences, now entitled “*A guide to teacher competences for languages in education*”. Richard Rossner worked together with three other principal experts from Switzerland, France and Germany on the various outputs of the project, which ended in December 2019. The project team are continuing their work in 2020-2021 through the ECML ‘training and consultancy’ programme for member states, including Poland, Slovenia, Serbia and Greece in 2020.

Eaquals Resource Development Project: *Seminar materials*

This project began in 2018 and continues to develop. Members share their resources on the Eaquals website for other members to access and use. This is coordinated by Eaquals and has resulted in online ready-to-use seminars and materials which are available for use by all members. The members who have been involved to date are:

MEMBER	Seminar title
CES	Teaching vocabulary (aiding memory and recall)
St Giles	Making sense of the phonemic chart
IH Dublin	Different ways of managing feedback
NILE	Tracking Progress
Jo Watson	Expanding from the coursebook
Jo Watson	Lesson Planning
St Giles	Targeting fossilised errors
ACE English, Malta	Mobile Learning in ELT
Good Hope Studies	Developing Speaking Skills
EF Barcelona	El uso de la L1
IH San Sebastian	Teaching Young Learners
The London School	Let me CLIL you a story
The London School	Joined Up Speaking and Listening

Eaquals-NILE Certificate in Management in Language Education (CMILE)

Eaquals and NILE were delighted to run the first CMILE course for Eaquals members. This was run online from March – July 2020 with Martyn Clarke, Course Tutor. The first CMILE student cohort successfully completed the CMILE in July 2020.

Eaquals 2021 Webinar Series

Eaquals was delighted to continue the monthly webinar led by many Eaquals members. We were pleased that we had the opportunity to collaborate with a number of Associate members in delivering joint webinars.

Month	Presenter	Topic
January	Daniela Muresan	Increasing Young Learner Communicative Competence: Selecting Effective Activities
February	Ania Kolbuszewska	Strategies for effective lesson observation (effective post-observation feedback)
March	Bethan Edwards	Using Zoom for online teaching & learning
March	Peter Lahiff	Project-based learning - Easier said than done
April	Chris Farrell	Using the EPG for Collaborative Reflection
May	Julie Wallis	The Flipped Model
June	Liam Brown	Promotion & Customer Service
June	Jeremy Harmer	Shakespeare (and other folk)
July	Kristof Hegedus	English for University – Getting Over the Language Threshold
September	Janet Golding	LanguageCert IESOL Exams: preparing your learners for success.
October	Ben Beaumont	The future is plurilingual. Let's make teaching qualifications plurilingual too.

Eaquals Consultancy & Training

Eaquals continued to provide external consultancy throughout 2020 which is overseen by Director of Accreditation, Training & Consultancy. These included quality assurance audits, syllabi review and CEFR alignment in course design and assessment among others. We delivered these consultancy projects for institutions including Jagiellonian University in Poland and Primrose English Institute in Hong Kong.

PARTNERSHIPS

Partnerships & Agreements

AQUEDUTO | Association for Quality Education and Training Online

Eaquals and AQUEDUTO have an agreed MOU in place since 2017 with both sharing a commitment to the promotion and enhancement of quality in the field of international education services. Eaquals recognises the accreditation awarded by AQUEDUTO to those institutions offering online learning as part of their overall services.

The Council of Europe

Eaquals has participatory status as an INGO (International Non-Governmental Organisation) with the Council of Europe to advise on language education issues, and has worked closely with its Language Policy Unit on developments related to the *Common European Framework of Reference for Languages: Learning, Teaching, Assessment (CEFR)*, the *European Language Portfolio (ELP)*, and language provision for adult migrants. Members of Eaquals also worked under Council of Europe auspices on the preparation of CEFR user guides.

ALTE | The Association of Language Testers in Europe

Eaquals and ALTE (<http://www.alte.org/>) co-operated to develop the *Eaquals-ALTE European Language Portfolio*, the first electronic ELP to be accredited by the Council of Europe. A high-level meeting took place recently to review our current agreement and explore new opportunities for collaboration.

BAC | The British Accreditation Council

The BAC has been accrediting independent further and higher education institutions for over 30 years and has considerable expertise in setting standards for educational disciplines other than languages. The BAC (<http://www.the-bac.org/>) and Equals have signed a Memorandum of Cooperation, acknowledging our shared interest and mission in enhancing quality in international education services.

BALEAP | British Association for Lecturers in English for Academic Purposes

In June 2018, Equals signed a Memorandum of Understanding with BALEAP and are looking forward to sharing knowledge and expertise in the area of university foundation and EMI programmes. BALEAP itself is a vibrant community of EAP professionals with many different areas of activity. BALEAP works to support the development of those involved in learning, teaching, scholarship and research in English for Academic Purposes.

BEBC | Bournemouth English Book Centre

Equals was delighted to sign a Memorandum of Understanding with BEBC. BEBC provide English Language Teaching (ELT) books and resources for universities, teachers and English Schools. BEBC was founded by John Walsh in April 1974 and has gone from strength-to-strength since its beginnings in Bournemouth.

ENQA | European Association for Quality Assurance in Higher Education

In 2018 Equals became an affiliate member of ENQA. ENQA is an umbrella organisation which represents quality assurance organisations from the European Higher Education Area (EHEA) member states. It promotes European co-operation in the field of quality assurance in higher education and disseminates information and expertise among its members in order to develop and share good practice and to foster the European dimension of quality assurance.

European Confederation of Language Centres in Higher Education (CercleS)

Equals has a Memorandum of Cooperation with CercleS, the European Confederation of Language Centres in Higher Education, with a view to exploring areas of common interest and to support language learning in the university sector, especially with regard to quality assurance and providing practical support for academic managers. CercleS (www.cercles.org) aims to support language centres in European establishments of higher education; to promote research in foreign language learning at international level and to encourage international and interdisciplinary cooperation between language centres in order to enable them to co-ordinate the pursuit of their objectives.

The Council of Europe's Centre for Modern Language (ECML)

The ECML aims to be a centre to promote quality language education in Europe. Equals is a co-founder and member of ECML's Professional Network Forum and advises on matters related to language education in general and quality assurance in particular. It is also a co-signatory to the Graz Declaration (2010). Equals inspectors and member representatives have played a key role in ECML projects.

The International Organisation for Standardisation (ISO)

Equals maintains liaison status with a number of ISO technical committees; ISO/TC 176, which is responsible for ISO 9001 and related management system standards; ISO/TC 232, which is developing standards for education and training outside the formal sector; and ISO/PC288, which aims to develop a management system standard for educational organisations in general. The ISO 21001, the management systems standard (MSS), has recently reached final draft stage and is currently being balloted on by national standards bodies. The final draft of the proposed ISO standard *Learning services outside formal education – requirements* reported on in the 2015 Board report (ISO 29993) has now been approved.

Japan Association for Management of Training and Education (JAMOTE)

Equals and JAMOTE have worked closely together on the development of ISO 29990, a new standard for providers of learning services in the non-formal sector. In addition, JAMOTE and Equals have co-operated to run several seminars in Japan on quality assurance in education and training, including language education.

Instytut Baden Edukacyjnych | The Polish Ministry of Education

Equals members in Poland have been assisting the Polish Ministry of Education – Instytut Baden Edukacyjnych (IBE) – by advising and sharing information on quality assurance requirements for institutions which award certificates and diplomas in language proficiency within the Polish Integrated Qualifications System.

International House World Organisation (IHW)

Equals and IHW have an agreed MOC which takes into account both the IH inspection scheme as well as the Equals Accreditation scheme.

LanguageCert

Eaquals were pleased to sign an MoU with Language Cert during Q1 of 2019. LanguageCert have been Eaquals Associate Members for quite a while and this relationship will be developed further.

Macmillan

Eaquals and Macmillan were delighted to announce that they had signed an MoU in April 2019 with both keen to work jointly in raising awareness with regard to accreditation and quality assurance, areas that are of importance to all Associates Members.

EAQUALS PARTICIPATION IN THE WIDER COMMUNITY

Events with Eaquals participation in 2020

In order to promote Eaquals, our members and our wider quality ethos, Eaquals was represented at the events listed below, some of which moved to online delivery as a result of the Covid19 pandemic:

Date	Event	Attended by
February 2020	ELT Symposium, King Abdulaziz University, Saudi Arabia	Thom Kiddle
Bimonthly from May 2020	GAELA Meeting (Online)	Lou McLaughlin
September 2020	CercleS Conference	Ludka Kotarska
September 2020	AISLi Workshop (Online)	Ludka Kotarska

Eaquals Member Event Fund 2020

The Eaquals Event member continues to support members through providing financial support towards training events and conferences organised at local and regional level. 12 accredited and associate members benefitted from this funding in 2019. This award of €1,000 goes towards the running of the event itself which is an opportunity to support members but also reach out to local non-members. Members provide an Event Report which is then available on the Eaquals blog and disseminated via the Eaquals monthly newsletter. As a result of the Covid19 pandemic, a number of members moved their scheduled events online while the remainder opted to postpone to 2021.

Institution	Membership	Location
Edunova (postponed to 2021)	Associate	Canada
ASR Swedish Association (postponed to 2021)	Associate	Sweden
Atlantic Language & Galway Language Centre (postponed to 2021)	Accredited	Ireland
MAQS (postponed to 2021)	Associate	Macedonia
Good Hope Studies (postponed to 2021)	Accredited	South Africa
FEDELE (postponed to 2021)	Associate	Spain
ETS Global (postponed to 2021)	Associate	Turkey
QUEST (postponed to 2021)	Associate	Romania
IH London (postponed to 2021)	Accredited	United Kingdom
The London School (September 2020)	Accredited	Italy
AISLi (Online event, September 2020)	Associate	Italy
QLS (Online event, March 2020)	Associate	Greece
CAFL (March 2020)	Associate	Croatia
NILE (Online event, July 2020)	Accredited	United Kingdom
Oxford House, Barcelona (Online event, May 2020)	Accredited	Spain

REPORT ON STRATEGY

Throughout 2020, Eaqals continued to work to achieve its objectives which were in line with the Eaqals Strategy Document 2016-2020, endorsed by members at the 2016 Annual General Meeting. The Board also met to discuss and plan for the Strategy Document 2020-2025.

Eaqals Mission

We foster excellence in language education across the world by providing guidance and support to teaching institutions and individuals.

Eaqals' Values

- To service the interests of language learners worldwide
- To promote the teaching and learning of all languages and cultures
- To encourage personal and professional development
- To foster international cooperation and understanding
- To uphold openness and transparency
- To support fair dealing and professional service

The Eaqals 2016-2020 Development Strategy comprises the following main objectives:

Overarching objective: Eaqals aims to strengthen its position as the leading international association for language learning service providers, with a reputation for academic excellence and all-round quality.

Accredited membership: Eaqals will secure its future through strategic growth in the number of accredited members.

Associate membership: Eaqals will seek strategic growth in the numbers and range of associate members in order to enhance its profile, influence and reputation for academic excellence.

Contribution to language education, and the profile of Eaqals: Eaqals will continue to make a contribution to language education, including to the personal development of language learners. In this way, Eaqals will raise its academic profile and increase its influence.

Member benefits: Eaqals will provide value for money and tangible benefits to its members.

Eaqals staff and resources: Eaqals will periodically review its financial and human resources in order to ensure that these enable us to meet our objectives.

The Executive Director is responsible for implementing the development plan and meeting these objectives and reports regularly on progress to the trustees.

The trustees have ensured that all activities throughout the year have been in the interest of public benefit. The trustees confirm that they have referred to the guidance contained in the UK Charity Commission's general guidance on public benefit when reviewing the association's aims and objectives and in planning future activities.

Specific achievements in 2020

- The continued promotion of high standards by providing practical professional support to Eaqals members through online resources particularly during the initial move to online delivery as a result of the pandemic.
- The continued growth of the association by increasing the number of accredited and associate members.
- The development of Eaqals' external consultancy and training services in specific areas of expertise.
- The delivery of the Eaqals Webinar Series 2020 on a range of themes, including academic topics, which provided additional benefits to members and the wider international community.
- The delivery of additional training webinars to support members in the move to online delivery of classes for their students.
- The funding of 15 local events through the Event Member Fund which is decided through a blind review process with a review panel. This assisted members to run their events at local and regional level. As a result

of the pandemic, 6 of these events were moved to online delivery and 9 chose to postpone until 2021. Eaquals liaise with members to ensure maximum flexibility for their planned event.

- The successful running of the first Eaquals Online 2020 event with over 900 attendees worldwide.
- The development of the Eaquals website with a complete overhaul, review and redesign of the events section as well as through reorganisation and updating of resources, adding further interactive material and including further sign-up options.
- The continued development of communications about Eaquals activities and services to members, potential members and stakeholders by extensive use of online and social media channels and running biannual campaigns to engage members. This has allowed us to strengthen our own links to members and helps to strengthen our membership networks and aided in the running of the social media campaigns.
- The organising and holding of individual member meetings as well as country-level meetings to engage with members during the pandemic and ensure that their views were taken into account in relation to forward planning around events, resources etc.
- The provision of further training for accredited members and inspectors in relation to the integration of the quality standards for blended learning programmes.
- The development of the short-term academic resource projects which have increased the number of resources available online for members. These have also been developed in Spanish as well as English.
- The successful promotion of the Eaquals Certificate of Achievement scheme and adoption by Eaquals member institutions.
- The addition of policy documents and Eaquals Guarantees on the Eaquals website in additional languages: Spanish, Italian, Russian, French, German, Japanese, Czech, Romanian and Polish.
- The maintenance and development of the Eaquals Monthly Newsletter. This has continued to provide a summary of monthly developments within Eaquals e.g. where we have been, new members, new agreements etc.

Further details and website links for all Eaquals activities can be found on our website: www.eaquals.org

The association is very grateful to the many members who voluntarily, without charge, give a good deal of their time to Eaquals activities, and this gratitude extends to their employers for their support; without this work and support Eaquals could not operate.

Reserves

The association's reserves are constituted wholly by unrestricted funds and are all free reserves. As at 31 December 2020 the reserves stood at €426,393. The association pursues a policy of maintaining the reserves at least to the level of 6 months' expenditure in order to support ongoing activities.

The trustees maintain a planned level of cash, taking account of our charitable purpose, operational and financial risks and seasonal fluctuations, and cash which may be needed for future developments.

Risk management

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment, and have drawn up detailed financial projections. At the 2020 AGM, members voted to reduce membership fees for 2021 by 25% and to include the option of a quarterly payment scheme if required. This was to ensure the maintenance of membership numbers and income through annual fee. In addition, the association reduced costs during 2020 in the form of resource reduction and staff salary reduction. These measures, along with reduced inspection costs due to travel restrictions provided the association with a surplus of €176,000 at year end. The trustees are satisfied that the association is a going concern.

STRUCTURE & GOVERNANCE

Voting Members

The association is governed by its Articles of Association and also by its Membership Rules.

Eaquals is ultimately controlled by its voting members who elect trustees at the annual general meeting and also determine any changes to the Articles. There are two types of voting members: accredited members and associate members. All members are expected to participate, particularly in the annual conferences and general meetings.

Accredited members are language education centres which have reached the necessary quality standards as determined through the regular inspection process. As at 31 December 2020 there were 136 accredited members as listed on pages 3-5 of which we are delighted to welcome those which joined Eaquals in 2020 (marked *) plus 1 in 2021 to date (marked #).

Associate members are other organisations involved in the promotion of language teaching but not offering direct teaching themselves. Admission as an associate member requires nomination by the associate membership committee and approval by the trustees. As at 31 December 2020 there were 34 associate members as listed on pages 5-6.

Board of Trustees

There must be at least 5 but no more than 11 trustees elected by the voting members for terms of up to three years, including the Chair, Vice-Chair(s) and Treasurer. In addition, the trustees may co-opt up to 4 additional members. There is no restriction on who may be elected as a trustee. The board of trustees met seven times in 2020, one face-to-face meeting and six online meetings.

Julian Flitter of Goodman Jones LLP was reappointed in 2020 as the independent examiner for Eaquals.

Dr Ingrid Koester currently holds the position of Ombudsman for Eaquals.

Statement of trustees' responsibilities

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

Company law required 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 charity and of its incoming resources and application of resources including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the association will continue to operate.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity, and enable them to ensure that the financial statements comply with the UK Companies Act 2006. They are also responsible for safeguarding the assets of the charity 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 charity's website.

In so far as each of the trustees is aware:

- there is no relevant information of which the association's independent examiner is unaware; and
- each of the trustees has taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The trustees report including the report on strategy on pages 19 to 20 was approved by the trustees on 3 March 2021 and signed on their behalf by:

A handwritten signature in blue ink, appearing to read "Justin Quinn". The signature is stylized and somewhat cursive.

Justin Quinn,
Equals Chair

INDEPENDENT EXAMINER'S REPORT

For the Year Ended 31 December 2020

Independent examiner's report to the Trustees of Eaquals (the 'association')

I report to the association Trustees on my examination of the accounts of the association for the year ended 31 December 2020.

Responsibilities and basis of report

As the Trustees of the association (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

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

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

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

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

This report is made solely to the association's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the association's trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the association and the association's trustees as a body, for my work or for this report.

Signed:



Dated: 4 March 2021

Julian Flitter FCA

Goodman Jones LLP

29/30 Fitzroy Square
London
W1T 6LQ

**STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME & EXPENDITURE ACCOUNT**

Year Ended 31st December 2020

	2020	2019
	€	€
Income from charitable activities		
Membership fees	380,264	369,754
Conferences and other member services	5,902	154,282
Consultancy and other income	33,260	78,008
Total income from charitable activities	419,426	602,044
Charitable expenditure		
Inspection costs	(66,505)	(179,100)
Conferences and other member services	(14,511)	(163,229)
Consultancy costs	(4,182)	(11,309)
Marketing, website and development	(43,113)	(77,695)
Support costs		
- Governance: trustee and committee meeting costs	(4,551)	(21,787)
- Governance: independent examiner's costs	(2,475)	(2,439)
- Other support costs	(118,772)	(143,839)
Total charitable expenditure	(254,109)	(599,398)
Net income and net movement in funds for the year	165,317	2,645
Reconciliation of funds		
Funds brought forward	261,075	258,430
Funds carried forward	426,393	261,075

There are no recognised gains or losses for the year other than as shown above and all activities are continuing activities.

All charitable activities relate to unrestricted funds.

The notes on pages 26 to 30 form part of these financial statements.

**BALANCE SHEET
AS AT 31ST DECEMBER 2020**

	2020	2019
	€	€
Current assets		
Debtors		
- Trade debtors	26,129	14,021
- Prepayments	75,323	61,822
Cash at bank and in hand	444,387	271,175
	<u>545,839</u>	<u>347,018</u>
Current liabilities		
Creditors: amounts falling due within one year		
- Trade creditors	(12,151)	(27,376)
- Accruals and income received in advance	(107,295)	(58,566)
	<u>(119,446)</u>	<u>(85,942)</u>
Net assets	<u>426,393</u>	<u>261,076</u>
Total funds: all general fund (unrestricted)	<u>426,393</u>	<u>261,076</u>

The notes on pages 26 to 30 form part of these financial statements.

The association (the charitable company) is registered as a company in England and Wales (registration number 7727406) and as a charity in England and Wales (registration number 1143547) and is entitled to exemption from audit under Section 477 of the UK Companies Act 2006 for the year ended 31 December 2020. The members have not required the association to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- (a) ensuring that the association keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the association as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the association.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved and authorised for issue by the trustees on 3 March 2021 and were signed on its behalf by:



Adam Donoghue, Treasurer

CASH FLOW STATEMENT
YEAR ENDED 31ST DECEMBER 2020

	2020	2019
	€	€
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	173,212	(15,667)
Change in cash in the year	173,212	(15,667)
Cash brought forward	271,175	286,842
Cash carried forward	444,387	271,175

NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2020

1 Reconciliation of net movement in funds to net cash flow from operating activities

	2020	2019
	€	€
Net income for the year		
(per Statement of Financial Activities)	165,317	2,645
Adjustment for:		
Decrease /(increase) in debtors	(25,608)	2,919
(Decrease)/ increase in creditors	33,504	(21,232)
Net cash provided by (used in) operating activities	173,213	(15,668)

2 Accounting policies

The financial statements have been prepared in accordance with the Charities SORP (FRS 102_ Account and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recorded at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Monetary amounts in these financial statements are rounded to the nearest euro (€).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2020

2 Accounting policies (continued)

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as set out below.

Basis of financial statements

Having reviewed the financial position, the trustees have a reasonable expectation that the association has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going-concern basis in preparing the financial statements.

During the year the trustees have reviewed the material risks facing the association and have taken appropriate steps to mitigate risks. The main financial risk, as identified by the trustees, lies in the continued support by member organisations; the trustees closely monitor member feedback and levels of new applications, and take steps to maintain and enhance the association's activities.

The trustees have considered the issues raised in *Going Concern and Liquidity Risk: Guidance for Directors of UK Companies 2009* issued by the UK Financial Reporting Council. The trustees have reviewed the main trends and factors affecting future developments, the performance of the association and the external language teaching environment and have drawn up detailed financial projections. The trustees are satisfied that the association is a going concern.

Fund accounting

The general fund represents unrestricted funds and is available for use at the discretion of the trustees in furtherance of the charitable objectives of the association.

Income and deferred income

Charitable income for the general fund comprises membership fees, income from conferences and other member services, additional inspections and consultancy, and is accounted for on the accruals basis.

Where income is received relating to charitable activities in the following year, it is shown as deferred income (income received in advance) in current liabilities on the balance sheet.

Expenditure

Charitable activities result in expenditure related to the direct furtherance of the association's charitable objectives. Expenditure from the general fund is accounted for on the accruals basis.

Support costs including governance costs are charged directly to the association's charitable activities.

Currency exchange

The association accounts in euros as this is the functional currency of the association. Monetary assets and liabilities denominated in other currencies are translated into euros at the rate of exchange ruling at the balance sheet date. Transactions in other currencies are recorded using the rate of exchange ruling at the date of the transaction. Exchange gains and losses arising on transactions in the year are recognised in the statement of financial activities.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating an Income and Expenditure Account on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2020

2 Accounting policies (continued)

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the association anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the discount rate before any tax that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Taxation

The association is a registered charity in England and Wales. It is not liable to income tax or corporation tax on income derived from its charitable activities.

As an educational body the association is exempt from charging value added tax (VAT) on its services. Where appropriate, expenditure is inclusive of irrecoverable VAT.

Financial instruments

The association 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the impacts that the Covid-19 pandemic may have for the Charity and it is deemed that the Charity can meet its commitments and liabilities and can continue for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

3 Trustee remuneration

The trustees neither received nor waived any remuneration during the year in relation to their duties as trustees. As permitted by the Articles of Association, Joanna Watson was remunerated in 2020 for non-trustee work carried out: €750 (2019: €3,250) as an inspector, Mila Angelova was remunerated €0 (2019: €1,925) as an inspector and Susanna Dammann was remunerated €0 (2019: €2,800).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2020

9 trustees were reimbursed travelling expenses of €3,516 during the year in relation to their duties as trustees (2019: 11 trustees were reimbursed €19,023). In addition, 1 trustee was reimbursed €152 for travelling expenses relating to inspections (2019: 3 trustees were reimbursed €1,819).

4 Remuneration paid to key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly.

The following trustees are considered to be key management personnel: Justin Quinn (Chair), Mila Angelova (Vice-Chair Academic), Thom Kiddle (Vice-Chair) and Adam Donoghue (Treasurer). None of these received any remuneration in 2020 or 2019.

Two staff members are key management personnel. In 2020 they were paid €97,815 in total, plus €6,428 social security contributions (2019: 2 staff were paid €114,132 in total, plus €7,351 social security contributions).

5 Staff costs

	2020	2019
	€	€
Salaries and fees	133,916	165,516
Social security costs	6,428	7,351
Total staff costs	140,344	172,867
Average number of staff (full time equivalent)	4.1	4.4

There were no employees paid more than £60,000 (€70,000) in either 2020 or 2019.

6 Deferred income

	€
Balance included in current liabilities at 31 December 2019	54,952
Released to income in 2020	(54,952)
Income received in 2020 relating to activities in 2021	103,495
Balance included in current liabilities at 31 December 2020	103,495

Deferred income comprises membership fees and conference sponsorship income received in the year but relating to activities in the following year.

7 Lease obligation

The association leases an administrative office in Budapest, Hungary. There is a lease expiring on 30 June 2023, with a commitment at 31 December 2020 of €2,280 (2019: €2,280).

NOTES TO THE FINANCIAL STATEMENTS (CONT'D)

Year ended 31 December 2020

8 Related party transactions

Except as disclosed elsewhere in these financial statements, there were no transactions with related parties either in 2020 or 2019 requiring disclosure in these accounts.

9 Share capital

The association is limited by guarantee and does not have share capital. Members are not entitled to any dividends or to a share in the assets on dissolution. Each member undertakes to contribute up to a maximum sum of €1 on winding up. Each member has one vote. There were 170 members as at 31 December 2020.

10 General

The association is a public benefit entity in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The association is incorporated as a company in England and Wales (registration number 7727406). The address of the registered office is: 29/30 Fitzroy Square, London UK W1T 6LQ.